

REC

UNITED STATES DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION

-TO : SAC, BALTIMORE

DATE 8-8-84

PERSONAL ATTENTION

FROM : DIRECTOR, FBI

RETURN TO: FBIHQ, ROOM 6156, TL#234

SUBJECT: SA JOHN P. O'NEILL  
EOD 6-22-70  
PROMOTION MATTER  
GS/GM 13 TO GS/GM 14

ON OVER WEIGHT LIST SINCE  
11-24-82

CHECK APPROPRIATE COMMENTS.

(☒) MOST RECENT PERFORMANCE APPRAISAL DATED 7/2/84.  
INDICATES AN OVERALL RATING OF FULLY SUCCESSFUL OR HIGHER.

(☐) AGENT CONTINUES TO PERFORM CRITICAL ELEMENTS AS DEFINED  
BY PERFORMANCE STANDARDS OF AT LEAST FULLY SUCCESSFUL.

(☐) MERIT PAY INDICATOR IF APPLICABLE, \_\_\_\_\_.

IF THE AGENT RECEIVED LESS THAN AN OVERALL RATING OF FULLY  
SUCCESSFUL ON HIS/HER MOST RECENT PERFORMANCE APPRAISAL, RESPOND TO THE  
FOLLOWING:

(☐) SINCE THE AGENT'S LAST PERFORMANCE RATING OF \_\_\_\_\_  
DATED \_\_\_\_\_ HE/SHE HAS PERFORMED IN A FULLY SUCCESSFUL MANNER.  
IF YOU NOW RECOMMEND THIS AGENT FOR PROMOTION, YOU MUST PERSONALLY SET  
FORTH FULL JUSTIFICATION BEYOND ANY COMMENTS WHICH MAY HAVE ALREADY  
BEEN SUBMITTED REGARDING COMMENDATIONS/INCENTIVE AWARDS SINCE THE  
LAST APPRAISAL. THIS CAN BE IN MEMORANDUM FORM OR AS A SPECIAL  
PERFORMANCE APPRAISAL.

REC-132

IF THE AGENT WAS SUBJECT TO ADMINISTRATIVE ACTIONS DURING THE  
PAST YEAR, RESPOND TO THE FOLLOWING:

67-619605-76	
Searched _____	Numbered <u>17</u>
5 OCT 22 1984	

(☐) BY COMMUNICATION DATED \_\_\_\_\_, AGENT WAS THE SUBJECT  
OF ADMINISTRATIVE ACTION. IF YOU NOW RECOMMEND THIS AGENT FOR PROMO-  
TION, YOU MUST PERSONALLY SET FORTH FULL JUSTIFICATION BEYOND ANY  
COMMENTS WHICH MAY HAVE ALREADY BEEN SUBMITTED REGARDING COMMENDATIONS/  
INCENTIVE AWARDS SINCE THE ADMINISTRATIVE ACTION. A MEMORANDUM  
OR A SPECIAL PERFORMANCE APPRAISAL MUST BE ATTACHED SHOWING FULLY  
SUCCESSFUL PERFORMANCE BEFORE CONSIDERATION WILL BE GIVEN. IF THIS  
ACTION WAS RELATED TO WORK PERFORMANCE AS OPPOSED TO MISCONDUCT, THE  
AGENT MUST HAVE PERFORMED AT THE FULLY SUCCESSFUL LEVEL THROUGH ANY  
PROBATION PERIOD.

(☒) SAC RECOMMENDS ABOVE CAPTIONED AGENT FOR PROMOTION TO  
GS/GM 14. IF YES, INITIAL HERE JLO/84. IF NOT FURNISH DOCUMENTED  
JUSTIFICATION AND STATE RECOMMENDATIONS.

10 DEC 12 1984

*3/df*

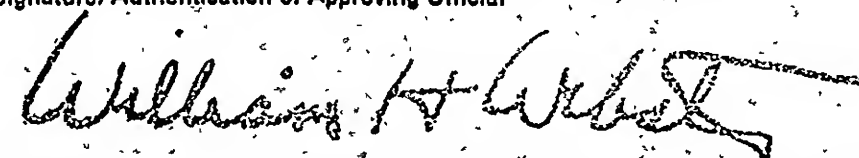


## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>				2. SSN <b>147-42-1004</b>		3. Position Sensitivity (Opt)		4. Date of Birth <b>02-06-52</b>	
5. Veteran Preference 1—None 2—5 Pt. 3—10 Pt. Disab. 4—10 Pt. Comp. 5—10 Pt. Other 6—10 Pt./30% Comp. <b>1</b>				6. Serv. Comp. Date (Leave) <b>06-22-70</b>		7. Tenure <b>1</b>		8. Retirement 1-CS 3-FS 5-Other 2-FICA 4-None 6-CS Spec <b>6</b>	
9. FEGLI <b>D BASIC PLUS STANDARD</b>				10. FLSA E-Exempt N-Nonexempt <b>E</b>		11. Sex <b>M</b>		12. Citizenship 1-US 8-Other <b>1</b>	
14. Effective Date <b>10-14-84</b>		15. Annuitant Indicator 1-Reempl Ann-CS 3-RETM 5-RETM & CS 2-RETO 4-RETO & CS 9-Not Applicable		16. Work Schedule F—Full-time P—Part-time I—Intermittent <b>F</b>		G—FT Seasonal Q—PT Seasonal J—INT Seasonal		17. (Reserved for OPM Use)	
18-A. NOAC <b>891</b>		18-B. Nature of Action <b>MERIT INC</b>		19-A. NOAC		19-B. Nature of Action			
18-C. Auth Code		18-D. Authority		19-C. Auth Code		19-D. Authority			
18-E. Auth Code		18-F. Authority		19-E. Auth Code		19-F. Authority <b>EXCEPTED BY LAW</b>			
20. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>				27. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>					
21. Name and Location of Employing Office				28. Name and Location of Employing Office					
22. Pay Plan & Occupational Code <b>GM 1811</b>		23. Grade or Level <b>14</b>		24. Step or Rate <b>00</b>		25. Salary <b>\$42928</b>		26. Pay Basis <b>PA</b>	
29. Pay Plan & Occupational Code <b>GM 1811</b>		30. Grade or Level <b>14</b>		31. Step or Rate <b>00</b>		32. Salary <b>\$44359</b>		33. Pay Basis <b>PA</b>	
34. Duty Station				35. Position Occupied <b>2</b> 1-Competitive 2-Excepted 3-SES General 4-SES Career Reserved		36. Appropriation Code (Optional)			

37. Remarks

SALARY INCLUDES A MERIT INCREASE OF \$1431.00 BASED UPON YOUR ANNUAL RATING OF EXCEPTIONAL, AND YOUR SALARY'S LOCATION IN THE LOWER ONE-THIRD OF THE RATE RANGE OF YOUR GRADE.

67-NOT RECORDED  
8 7 OCT 21 1984

38. Approval		39. FPMIS Data											
A. Title of Approving Official <b>DIRECTOR</b>		B. Date <b>10-14-84</b>		A. Supv. or Nonsupv. Ind.		B. VEV IND		C. PRD		D. Barg Unit Status		E. Functional Class	
C. Signature/Authentication of Approving Official 				F. Educational Level		G. Year Degree Attained		H. Academic Discipline		I. Agency Code			
				J. Location Code				K. SON					
40. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>						N.		O.		P.		Q.	

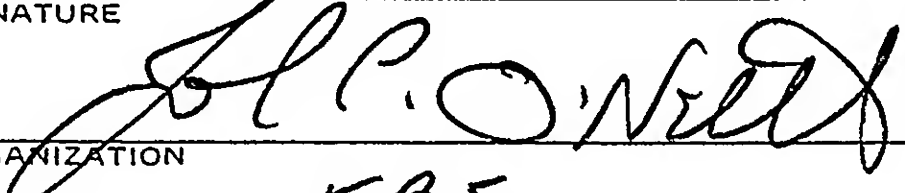
3/pks



# CLASSIFIED INFORMATION NONDISCLOSURE AGREEMENT

An Agreement Between John P. O'Neill and the United States  
(Name - Printed or Typed)

1. Intending to be legally bound, I hereby accept the obligations contained in this Agreement in consideration of my being granted access to classified information. As used in this Agreement, classified information is information that is either classified or classifiable under the standards of Executive Order 12356, or under any other Executive order or statute that prohibits the unauthorized disclosure of information in the interest of national security. I understand and accept that by being granted access to classified information, special confidence and trust shall be placed in me by the United States Government.
2. I hereby acknowledge that I have received a security indoctrination concerning the nature and protection of classified information, including the procedures to be followed in ascertaining whether other persons to whom I contemplate disclosing this information have been approved for access to it, and that I understand these procedures.
3. I have been advised and am aware that direct or indirect unauthorized disclosure, unauthorized retention, or negligent handling of classified information by me could cause irreparable injury to the United States or could be used to advantage by a foreign nation. I hereby agree that I will never divulge such information unless I have officially verified that the recipient has been properly authorized by the United States Government to receive it or I have been given prior written notice of authorization from the United States Government Department or Agency (hereinafter Department or Agency) last granting me a security clearance that such disclosure is permitted. I further understand that I am obligated to comply with laws and regulations that prohibit the unauthorized disclosure of classified information.
4. I have been advised and am aware that any breach of this Agreement may result in the termination of any security clearances I hold; removal from any position of special confidence and trust requiring such clearances; and the termination of my employment or other relationships with the Departments or Agencies that granted my security clearance or clearances. In addition, I have been advised and am aware that any unauthorized disclosure of classified information by me may constitute a violation or violations of United States criminal laws, including the provisions of Sections 641, 793, 794, 798, and 952, Title 18, United States Code, the provisions of Section 783(b), Title 50, United States Code, and the provisions of the Intelligence Identities Protection Act of 1982. I recognize that nothing in this Agreement constitutes a waiver by the United States of the right to prosecute me for any statutory violation.
5. I hereby assign to the United States Government all royalties, remunerations, and emoluments that have resulted, will result or may result from any disclosure, publication, or revelation not consistent with the terms of this Agreement.
6. I understand that the United States Government may seek any remedy available to it to enforce this Agreement including, but not limited to, application for a court order prohibiting disclosure of information in breach of this Agreement.
7. I understand that all information to which I may obtain access by signing this Agreement is now and will forever remain the property of the United States Government. I do not now, nor will I ever, possess any right, interest, title, or claim whatsoever to such information. I agree that I shall return all materials which have, or may have, come into my possession or for which I am responsible because of such access, upon demand by an authorized representative of the United States Government or upon the conclusion of my employment or other relationship with the Department or Agency that last granted me a security clearance. If I do not return such materials upon request, I understand that this may be a violation of Section 793, Title 18, United States Code, a United States criminal law.
8. Unless and until I am released in writing by an authorized representative of the United States Government, I understand that all conditions and obligations imposed upon me by this Agreement apply during the time I am granted access to classified information, and at all times thereafter.
9. Each provision of this Agreement is severable. If a court should find any provision of this Agreement to be unenforceable, all other provisions of this Agreement shall remain in full force and effect.
10. I have read this Agreement carefully and my questions, if any, have been answered to my satisfaction. I acknowledge that the briefing officer has made available to me Sections 641, 793, 794, 798, and 952 of Title 18, United States Code, Section 783(b) of Title 50, United States Code, the Intelligence Identities Protection Act of 1982, and Executive Order 12356, so that I may read them at this time, if I so choose.
11. I make this Agreement without mental reservation or purpose of evasion.

SIGNATURE 	DATE 11/5/84	SOCIAL SECURITY NO. (See notice below) 147-42-1004
ORGANIZATION FBI		

The execution of this Agreement was witnessed by the undersigned, who, on behalf of the United States Government, agreed to its terms and accepted it as a prior condition of authorizing access to classified information.

WITNESS AND ACCEPTANCE:

	DATE 11/5/84
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NOTICE: The Privacy Act, 5 U.S.C. 552a, requires that federal agencies inform individuals, at the time information is solicited from them, whether the disclosure is mandatory or voluntary, by what authority such information is solicited, and what uses will be made of the information. You are hereby advised that authority for soliciting your Social Security Account Number (SSN) is Executive Order 9397. Your SSN will be used to identify you precisely when it is necessary to 1) certify that you have access to the information indicated above or 2) determine that your access to the information indicated has terminated. Although disclosure of your SSN is not mandatory, your failure to do so may impede the processing of such certifications or determinations.

# FEDERAL BUREAU OF INVESTIGATION

## PERFORMANCE APPRAISAL REPORT

Cover Page

1. Payroll Name <u>ONEILL JOHN P</u>	2. Office of Assignment <u>3050 BALTIMORE</u>
3. Social Security Number <u>147-42-1004</u>	4. Merit Pay Indicator <u>M1</u>
5. Position Title and Grade <u>(03) SPECIAL AGENT</u> <u>GM 13 78-FB-712</u>	6. Overall Adjective Rating <u>EXCEPTIONAL</u>

7. Rating of Critical Element(s)

<u>S</u>	<u>E</u>	<u>E</u>	<u>E</u>			
# <u>2</u>	# <u>1</u>	# <u>3</u>	# <u>4</u>	#	#	#

7/2/84  
Date

b6  
b7C

9. I am aware that my overall performance, if below the Fully Successful level, may be the basis for the denial of my within-grade/step increase and could also preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer.

This appraisal has been discussed with me and I ☐ do ☒ do not wish to respond. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to grieve it.

John P. O'Neill  
Signature of Employee

7/2/84  
Date

10. I have reviewed and approved this appraisal. ☒ See my comments attached.

[Signature]  
Signature of Reviewing Official

REC-132

67-679605-78	
Searched.....	Number.....
<u>DD-MAR-85</u>	
Date	

11. I have reviewed the comments of my reviewing official with respect to my comments and/or any adjustments he/she made to this performance appraisal.

I ☐ do ☒ do not wish to respond to this appraisal as adjusted by my reviewing official.

[Initials]  
Initials of Employee

7-18-84  
Date

12. Type of Appraisal

- A (X) Annual - Type ☒ Regular  
P ☐ Presumptive  
C ☐ Conversion
- S ( ) Special - Type ☐ Unacceptable  
☐ Requested by FBIHQ  
☐ Current Appraisal

*R-type due to new PM's*

*Printed 8/5/84*

PRAU USE ONLY	
Logged	<u>PH 7/20</u>
Reviewed	<u>214 9/14</u>
Entered	<u>50</u>
Verified	<u>214 9/15</u>
Printout	<u>214 9/20</u>

1 MAY 10 1985

THREE

INSTRUCTIONS FOR PREPARING THE  
PERFORMANCE APPRAISAL REPORT  
COVER PAGE

RECEIVED  
JUL 20 12 09 PM 1984  
PRAU  
PERSONNEL SECTION  
ASD

Note: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form.  
With the exception of signatures, initials and dates, the information on this form is to be typewritten.

Preprinted form FD-593 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

Items 1 - 3 Self-explanatory.

Item 4 Circle one merit pay indicator. Merit pay indicator M1, M3, M4 OR M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. All other employees are excluded from merit pay and are properly shown as N8. Assignment of the appropriate merit pay indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 before referring to the Combinations Table and the instructions for its use in Part 1, Section 5, of the Manual of Administrative Operations and Procedures (MAOP) to determine the overall adjective rating (Unacceptable, Minimally Acceptable, Fully Successful, Superior or Exceptional) and record the appropriate rating.

Item 7 Record the adjective rating assigned to each critical element on the Evaluation Page(s). List the ratings in ascending order (lowest to highest) from left to right and record the identifying number for each critical element under the appropriate adjective rating. This item is not to be completed for presumptive annual appraisals.

Item 8 Rating official is to sign and date the appraisal before obtaining the employee's signature.

Item 9 Employee is to check the appropriate box indicating whether he/she does or does not wish to respond to the appraisal and then sign and date the appraisal when presented to him/her. The employee may respond to the appraisal by setting forth his/her comments on plain white bond paper within 7 days. The employee may not respond to a conversion appraisal. If the employee refuses to sign or initial the appraisal, the rating official is to determine if a response will be forthcoming and document these facts in the space allowed for this item.

Item 10 Following presentation to the employee, each appraisal must be reviewed at a higher level (except where there is no higher level official in the office) to assure consistency and fairness. The reviewing official must justify, with comments on plain white bond paper, any modification he/she makes to the appraisal. The reviewing official may not modify a conversion appraisal. If the employee responded to the appraisal, the reviewing official must address the employee's concerns and set forth the basis for his/her decision on plain white bond paper.

Item 11 Complete this item only if the reviewing official commented on and/or adjusted the appraisal. If the appraisal was adjusted, the employee must be given another opportunity (7 days) to respond.

Item 12 Record type of appraisal being submitted.

Refer to the MAOP, Part 1, Section 5, for additional instructions on the completion of this form when issuing presumptive annual appraisals or converting special appraisals to annuals as well as for guidance on the Performance Appraisal System.



FEDERAL BUREAU OF INVESTIGATION  
EVALUATION PAGE

1. Payroll Name of Employee JOHN P. O'NEILL	2. Social Security Number 147-42-1004
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3. Specify general nature of assignment during most of the appraisal period.

SUPERVISORY SPECIAL AGENT

4. Critical Element # 1 as listed on the Plan.

SUPERVISION OF SUBORDINATES

5. Adjective Rating: ☐ Fully Successful ☐ Superior ☒ Other EXCEPTIONAL


During this rating period, SSA O'NEILL was Acting Supervisor of Squad #6 from its establishment in January, 1983, and was approved as Stationary Supervisor on 7/24/83, with the supervisory responsibility for Public Corruption and Labor Racketeering Matters for the Baltimore Division. As Supervisor, he identified and initiated appropriate action when an Agent on his Squad failed to perform in a fully successful manner regarding a specific investigation concerning a sensitive judicial corruption matter. As a direct result of his analysis and judgment, a new Case Agent was assigned, and this matter proceeded to trial, resulting in two convictions and praise from the U. S. Attorney's Office.

During this time he also identified a personal problem regarding one of the Agents assigned to his Squad, and recommended assistance and consultation with a Bureau approved psychiatrist, which procedure proved beneficial not only to the Agent, but also to his performance as a member of Squad #6.

(continued)

4. Critical Element # 2 as listed on the Plan.

LIAISON

5. Adjective Rating: ☐ Fully Successful ☒ Superior ☐ Other \_\_\_\_\_  
Initials of Employee

**INSTRUCTIONS FOR PREPARING THE  
PERFORMANCE APPRAISAL REPORT  
EVALUATION PAGE**

**NOTE:** No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.

Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.

Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.

(a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.

(b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.

Critical Element #1 (continued)

Two of the employees assigned to his Squad either had administrative action initiated or contemplated prior to their assignment, and after their assignment their performance was not only productive and above the fully satisfactory level, but significantly contributed to the Squad's missions and goals.

The above were all a direct result of the leadership and sensitivity of SSA O'NEILL in the performance of his supervisory responsibilities.

The direct supervision and management of the investigative matters assigned to this Squad, and the supervision of the Agent personnel, have produced significant successes in several matters, as follows: BAFILE 159B-772 - two indictments and two convictions regarding embezzlement of union funds from Local 502 in Baltimore; BAFILE 159B-22 - a representative of the Seafarer's International Union was indicted and convicted when he attempted to extort funds from a local contractor; BAFILE 183B-672 - two indictments and two convictions in a judicial corruption matter, which also ultimately resulted in a local Judge resigning from office because of health reasons; BAFILE 58A-743 - a Group I Undercover Operation entitled [REDACTED] was developed and approved, and SSA O'NEILL personally participated in all aspects of the planning of this undercover operation and review of the day-to-day activities of the Undercover Agent and Agents assigned to this investigation. b2

The above investigations, and many others handled during this rating period by SSA O'NEILL, required extensive consensual monitorings, pen registers, surveillances, and the extensive use of informants, which were all supervised by SSA O'NEILL in an outstanding and exemplary fashion with significant accomplishments for the Baltimore Division. Accordingly, his performance in this Critical Element could only be considered as Exceptional.

JW



FEDERAL BUREAU OF INVESTIGATION  
EVALUATION PAGE

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

SUPERVISORY SPECIAL AGENT

4. Critical Element # 3 as listed on the Plan.

PROGRAM/RESOURCE MANAGEMENT

5. Adjective Rating:

☐ Fully Successful☐ Superior☒ Other EXCEPTIONAL

During this rating period, SSA O'NEILL has enhanced and increased the number of investigations being conducted in the areas of Public Corruption and Labor Racketeering in both quantity and quality. He has personally participated in the majority of matters investigated by this Squad, and has delegated and allocated personnel during the early planning stages, as well as the active investigation and prosecution as the situations demanded. He has utilized his personnel to identify and establish a public awareness as to what constitutes a Labor or Public Corruption violation, and that the FBI has jurisdiction in these areas.

During the first three quarters of Fiscal Year 1984, the Squad has accomplished nine information and indictments, and has obtained five felony convictions, which have significantly contributed to the accomplishments of the White Collar Crime Program for the Baltimore Division. These accomplishments were 100% PCI, which indicates a significant number of quality investigative results.

(continued)

4. Critical Element # 4 as listed on the Plan.

DIRECTION OF INFORMANT/ASSET SELECTION, DEVELOPMENT AND OPERATION

5. Adjective Rating:


☐ Fully Successful☐ Superior☒ Other EXCEPTIONAL

During this rating period, SSA O'NEILL supervised from seven Agents initially to thirteen Agents at the present time, and has opened ☐ new Confidential Informants targeted against Labor Racketeering matters, and developed ☐ new informants reporting on Public Corruption matters.

b2

At the present time, the Agents on his Squad have ☐ informants assigned, ☐ of these being Fully Operational, and ☐ in a Suitability Inquiry status. Each of the Agents assigned, with the exception of two new Agents, has at least one informant pending at this time, and these informants are providing significant information contributing to programs assigned to Squad #6, as well as to general intelligence data for the Baltimore Division, which substantially contributes to the investigative effort of this Division.

(continued)

  
Initials of Employee

**INSTRUCTIONS FOR PREPARING THE  
PERFORMANCE APPRAISAL REPORT  
EVALUATION PAGE**

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Items 1 - 2 Self-explanatory.

Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.

Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.

Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.

(a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.

(b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.

Critical Element #3 (continued)

During this rating period, SSA O'NEILL has insured that investigative priorities and the related deployment of resources were in accordance with FBI policies and guidelines, and his involvement in several major investigations represents an exceptional utilization and allocation of resources, with corresponding accomplishments. Accordingly, SSA O'NEILL's performance as a Supervisor in this Critical Element justifies an Exceptional rating.

Critical Element #4 (continued)

b2

It should be noted that during the entire rating period, a total of ☐ confidential informants were opened in the Suitability and Pertinence Inquiry status, with a majority being converted into operational informants. This outstanding effort is deserving of an Exceptional rating for this Critical Element.

JW



COMMENTS OF SAC DANA E. CARO: *✓*

During the evaluation period, SSA O'NEILL has continued to grow and develop, and has unlimited potential for future advancement within the FBI.

During the past 12 months, I have viewed remarkable growth in the quality and quantity of investigative matters in the Labor Racketeering field while, simultaneously, Supervisor O'NEILL was providing the necessary control over highly sensitive Public Corruption investigations.

He is truly worthy of the Exceptional evaluation.

*gpc*

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE PLAN

1. O'Neill, John P. Payroll Name of Employee  
 2. 147-42-1004 Social Security Number  
 3. Baltimore Office of Assignment  
 4. SUPERVISORY SPECIAL AGENT GM 14 (SQUAD SUPERVISOR) (SQUAD #6) Position Title, Grade and Number

5. Critical Element # 1: MANAGEMENT OF INVESTIGATIONS: Directs (several) ~~specific~~ investigative operations assigned to the squad through command, regulation, monitoring, and evaluation of 13 Special Agents ~~and by utilizing material resources.~~ Specifically responsible for Public Corruption and Labor Racketeering investigations and manager of the White Collar Crime Program.

## Performance Standards

Minimally Acceptable

Fully Successful

Superior

Objectives of cases are determined through experimentation, and monitoring and control may be hampered by use of uncertain milestones. Sets forth relevant approaches for achieving the cases' objectives. Reacts to changes in the caseload or individual cases and endeavors to take appropriate action.

Communicates the squad's caseload to the Agents and follows-up to assure understanding by all members. Endeavors to keep Agents briefed on significant investigative matters.

Equitably assigns work to Agents  
(CONTINUED-OVER)

Establishes objectives for cases and specific milestones to permit efficient monitoring and control of the cases. Sets forth effective approaches for achieving the established objectives of the cases. Recognizes changes in the cases and makes realistic adjustments to the objectives. Guides Agents to use their skills to meet case objectives.

Articulates and communicates the squad's caseload to the Agents with expediency. Precisely describes the case objectives to each Agent selected to accomplish the work. Keeps Agents informed about significant investigative  
(CONTINUED-OVER)

Exceeds fully successful level by enhancing the direction of the Squad's caseload. Achievements within individual cases and the overall caseload are foreseen from the establishment of specific milestones; achievements are recognized as increased rates of convictions, indictments, savings to commerce, recoveries, crime prevention, etc., and full investigations of cases selected by the SAC as target cases for the office.

Uses deliberate and specific rapport with Agents to effect successful conclusion of cases. Resolves difficult or long-standing caseload problems by involving Agents in decision  
(CONTINUED-OVER)

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

8. The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

7/16/84

Date

Signature of Employee

# INSTRUCTIONS FOR PREPARING THE PERFORMANCE PLAN

**NOTE:** This form is used to record a single critical element (CE) and its performance standards (PSs). With the exception of signatures and dates, the information on this form must be typewritten. An original and one copy of the Plan is to be completed within 10 days after the employee (1) begins a new appraisal period,\* (2) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s) or (3) is promoted or demoted during the appraisal period. The original of the Plan is to be forwarded to the Performance Recognition and Awards Unit (PRAU) and a copy retained by the rating official.

RECEIVED  
JUL 26 12 16 PM 1984  
PRAU  
PERSONNEL SECTION  
ASD

Items 1 - 4 Self-explanatory.

Item 5 Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary. If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, CEs should be numbered consecutively beginning with #1.

Define the CE. It must (1) be consistent with the employee's position description, but not a restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 6 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE. Refer to the Manual of Administrative Operations and Procedures (MAOP), Part I, Section 5, for the definitions of these levels.

In developing PSs, the rating official must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, assigned CEs, office MBO statement, etc.) to establish specific levels of achievement for this CE, (3) state PSs as succinctly, specifically, and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate. If the employee is a supervisor, ensure that his/her PSs reflect, as applicable, what he/she is expected to accomplish in terms of developing subordinates' abilities to perform their jobs, appraising subordinates' performance, and promoting EEO.

Item 7 Employee is to sign and date the Plan indicating his/her review. Employee is to be afforded additional review(s) upon request. If the employee refuses to sign the Plan, the rating official is to document this fact in the space allowed for this item.

Item 8 Rating official is to sign and date the Plan after obtaining the employee's signature or entering the notation indicating his/her refusal to sign.

\*When the same CEs and PSs are being continued from one appraisal period to the next, the rating official and the employee are to initial and date the copy of the Plan (each CE page) within 10 days after the beginning of the new period. No submission to the PRAU is necessary.

For additional guidance on the Performance Appraisal System and on developing suitable CEs and PSs, refer to MAOP, Part I, Section 5.

Reviewed by PRAU  
8/2/84  
1-31RM 4V  
(date)  
OLY  
(initials)



FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE PLAN

1. O'Neill, John P. 2. 147-42-1004 3. Baltimore  
Payroll Name of Employee Social Security Number Office of Assignment

4. SUPERVISORY SPECIAL AGENT GM 14 (SQUAD SUPERVISOR) (SQUAD #6)  
Position Title, Grade and Number

5. Critical Element # 1: MANAGEMENT OF INVESTIGATIONS: (CONTINUED)

## Performance Standards

## Minimally Acceptable

## Fully Successful

## Superior

from the caseload, but utilizes a liberal accountability concept in holding Agents to timely and specified achievements of cases. Periodically reviews Agents' achievements and advises them of their strengths and weaknesses.

Ensures objectives of each case are achieved within general timeframes and with acceptable costs.

matters. Gives technical advice as required.

Holds Agents accountable for timely accomplishment of the objectives of the cases assigned to them. Promptly reviews Agents' achievements. Varies the review process to make it responsive to changes in the squad's caseload. Provides frequent feedback of strengths and weaknesses to Agents.

Ensures the objectives of each case are achieved within specified timeframes and occasionally before deadlines, while remaining within established costs. Displays a high degree of cost consciousness relative to investigations.

making process. Effective communications results in rapid conclusion of cases and permits time to address special assignments.

Takes quick action to redirect poorly performing Agents and uses available training resources to aid Agents in enhancing their performance. Makes full use of review process and actively involves Agents to establish approaches for concluding cases. Direction of caseload and Agents encourages favorable review of the office's overall productivity.

Attends to pertinent details of budget and investigative costs to take quick advantage of opportunities to reduce expenses.

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

8. The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

John P. O'Neill  
Signature of Employee

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Rating Official

THREE

\_\_\_\_\_  
Date

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE PLAN

1. O'Neill, John P.  
Payroll Name of Employee

2. 147-42-1004  
Social Security Number

3. Baltimore  
Office of Assignment

4. SUPERVISORY SPECIAL AGENT GM 14 (SQUAD SUPERVISOR) (SQUAD #6)  
Position Title, Grade and Number

5. Critical Element # 2: SUPERVISION OF SUBORDINATES: Evaluates and develops each individual's capabilities to perform assigned duties. Promotes subordinates' morale and esprit de corps for work by supervisory methods. Assures compliance with all rules and regulations including those pertaining to equal employment opportunity and affirmative action.

## Performance Standards

## Minimally Acceptable

## Fully Successful

## Superior

Maintains administrative oversight of time and attendance, and related records; keeps employees apprised of administrative and general interest matters; and assures each subordinate is adequately employed.

Directs, observes, evaluates, and corrects activities of each subordinate only on an occasional basis. Formally reviews their performance on a specified time basis and provides feedback (positive and negative) to the subordinates on their accomplishments.

Meets obligations of equal employment opportunity and  
(CONTINUED-OVER)

Routinely apprises employees of events and policy changes. Ascertains special interests and abilities of subordinates, and assigns work to better utilize them. Provides incentives to employees to effectively contribute to the squad's goals.

Directs, observes, evaluates, and corrects activities of each subordinate on a specified time basis. Formally reviews their performance not only on a specified time basis but on a personal basis that exceeds routine correction of unacceptable work performance.

Effectively complies with the  
(CONTINUED-OVER)

Integrates himself/herself into the squad's activities to recognize desirable and undesirable trends, to motivate employees, and to establish more acceptable methods of supervision. Effectively employs subordinates and increases their interests to be productive.

Provides individual attention to each subordinate, to the extent limited only by responsibility to other investigative/administrative functions, to develop each employee's performance level to the extent it nearly maximizes the individual's abilities. In accordance with standard procedures, directs, observes, evaluates, and corrects  
(CONTINUED-OVER)

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

8. The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI

b6  
b7C

John P. O'Neill  
Signature of Employee

7/16/84  
Date

7/16/84  
Date

THREE

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE PLAN

1. O'Neill, John P.  
Payroll Name of Employee

2. 147-42-1004  
Social Security Number

3. Baltimore  
Office of Assignment

4. SUPERVISORY SPECIAL AGENT GM 14 (Squad Supervisor) (SQUAD #6)  
Position Title, Grade and Number

5. Critical Element # 2 : SUPERVISION OF SUBORDINATES: (CONTINUED)

## Performance Standards

Minimally Acceptable

Fully Successful

Superior

affirmative action as directed by guidelines.

Completes in acceptable format and within time constraints various personnel actions such as promotions, step-increases, appraisals, etc.

obligations of equal employment opportunity and affirmative action.

Consciously executes various personnel actions affecting subordinates. Assures the accuracy and timeliness of the submissions to effect personnel actions.

activities of each subordinate on a continuing basis.

Effectively promotes the intent of affirmative action and equal employment opportunity.

Utilizes the benefits of personnel actions to recognize and improve the activities and performance of subordinates. Consistently submits personnel actions prior to deadlines and in a format requiring no further modification.

Overall effect of supervision reflects favorably within the office by effecting a high degree of morale, esprit de corp, and the like.

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

8. The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

John P. O'Neill  
Signature of Employee

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE PLAN

1. O'Neill, John P.  
Payroll Name of Employee

2. 147-42-1004  
Social Security Number

3. Baltimore  
Office of Assignment

4. SUPERVISORY SPECIAL AGENT GM 14 (SQUAD SUPERVISOR) (SQUAD #6)  
Position Title, Grade and Number

5. Critical Element # 3: LIAISON: Represents self at all levels of contact as a professional, through positive attitudes, appearance, and demeanor; this includes but is not limited to liaison or dialogue with the U. S. Attorney's Office. With all contacts, establishes, maintains, and coordinates support for investigations. Effects consideration for timely prosecution of complex matters.

Performance Standards		
Minimally Acceptable	Fully Successful	Superior
Develops and maintains significant contacts with representatives of outside agencies and the general public to exchange work related information.	Develops and maintains very effective contacts with representatives of outside agencies and the general public to effectively exchange work related information. Is generally well known in the investigative community for his/her abilities and actions. Discerns when additional negotiations are necessary with contacts, and effects appropriate measures to demonstrate the superiority of the FBI's position.	Develops and maintains very effective contacts with representatives of outside agencies and the general public to effectively exchange work related information and, as necessary, persuades those parties to accept and adopt FBI methods and/or views. Employs admirable traits of judgment, resourcefulness, ingenuity, etc., to achieve objectives.

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

8. The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI

John P. O'Neill  
Signature of Employee

7/16/84  
Date

[Signature]  
Signature of Rating Official

THREE

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b7C

7/16/84  
Date

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE PLAN

1. O'Neill, John P. 2. 147-42-1004 3. Baltimore  
Payroll Name of Employee Social Security Number Office of Assignment

4. SUPERVISORY SPECIAL AGENT GM 14 (SQUAD SUPERVISOR) (SQUAD #6)  
Position Title, Grade and Number

5. Critical Element # 4 :

DIRECTION OF INFORMANT/ASSET SELECTION, DEVELOPMENT, AND OPERATION: Direct subordinate Agents in the selection, development, and operation of informant(s)/asset(s) in a manner that contributes to the FBI's investigative efforts.

Performance Standards		
Minimally Acceptable	Fully Successful	Superior
Receiving general direction, provides necessary guidance, instruction, and training to subordinate Agents that assists them in their efforts to develop and operate informant(s)/asset(s). Documents individual Agent efforts to develop and operate informant(s)/asset(s). Ensures subordinate Agents execute duties in compliance with rules, regulations, and guidelines.	Receiving general direction, provides necessary guidance, instruction, and training to subordinate Agents that results in their development and operation of informant(s)/asset(s) who provide significant information that contributes to the FBI's investigative effort.	Receiving general direction, provides necessary guidance, instruction, and training to subordinate Agents that results in their development and operation of informant(s)/asset(s) who provide highly significant information that substantially contributes to the FBI's investigative effort.

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

8. The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

John P. O'Neill  
Signature of Employee

7/16/84  
Date



THREE

7/16/84  
Date  
FBI/DOJ

b6  
b7C



FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE PLAN

1. JOHN P. O'NEILL  
Payroll Name of Employee

2. 147-42-1004  
Social Security Number

3. Baltimore - Squad #6  
Office of Assignment

4. SUPERVISORY SPECIAL AGENT (GM-13)  
Position Title, Grade and Number

5. Critical Element # 1 :

## SUPERVISION OF SUBORDINATES

Performance Standards		
Minimally Acceptable	Fully Successful	Superior
Directs, observes, evaluates and corrects activities of each subordinate only on an occasional basis. Formally reviews their performance on a regular basis and provides feedback (positive and negative) to the subordinates on their accomplishments.	Directs, observes, evaluates and corrects activities of each subordinate on a continuing basis. Formally reviews their performance not only on a regular basis, but on a personal basis that exceeds routine correction of unacceptable work performance.	Provides individual attention to each subordinate, to the extent limited only by responsibility to other investigative/administrative functions, to develop that employee's performance level to the extent it exceeds the average expectation. In accordance with standard procedures, directs, observes, evaluates and corrects activities of each subordinate on a regular basis.

DO NOT REMOVE  
FROM FILE UNLESS  
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XEROXED COPY

197-42-1004  
127  
RECORDED  
1 JAN 25 1985

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

8. The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

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b7c

Signature of Employee

Date

Date

FBI/DOJ

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE PLAN

1. JOHN P. O'NEILL Payroll Name of Employee  
2. 147-42-100 Social Security Number  
3. Baltimore - Squad #6 Office of Assignment  
4. ~~SUPERVISORY~~ SPECIAL AGENT (GM-13) Position Title, Grade and Number

5. Critical Element # 2 :

LIAISON

Performance Standards		
Minimally Acceptable	Fully Successful	Superior
Develops and maintains significant contacts with representatives of outside agencies and the general public to exchange work related information.	Develops and maintains very effective contacts with representatives of outside agencies and the general public to effectively exchange work related information. Is generally well known in the community for his/her abilities and actions.	Develops and maintains very effective contacts with representatives of outside agencies and the general public to effectively exchange work related information and, as necessary, persuade those parties to accept and adopt FBI methods and/or views.

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

8. The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

b6  
b7CJohn P. O'Neill  
Signature of Employee7/25/83  
Date7/25/83  
Date

THREE

FBI/DOJ

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE PLAN

1. JOHN P. O'NEILL  
Payroll Name of Employee

2. 147-42-1004  
Social Security Number

3. Baltimore - Squad #6  
Office of Assignment

4. ~~SUPERVISORY~~ SPECIAL AGENT (GM-13)  
Position Title, Grade and Number

5. Critical Element # 3 :

## PROGRAM/RESOURCE MANAGEMENT

Performance Standards		
Minimally Acceptable	Fully Successful	Superior
With general direction, adequately applies resources (manpower and materials) based upon stated squad priorities; sets objectives and controls assigned programs to assure they are conducted in accordance with FBI and DOJ policies and guidelines.	With limited direction, effectively applies resources (manpower and materials) based upon stated squad priorities; sets objectives and controls assigned programs to assure they are conducted in accordance with FBI and DOJ policies and guidelines.	Independently applies resources in an effective manner which is always consistent with stated squad priorities; sets objectives and controls assigned programs to assure they are conducted in accordance with FBI and DOJ policies and guidelines.

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

8. The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

b6  
b7CJohn P. O'Neill  
Signature of Employee7/25/83  
Date

THREE

7/25/83  
Date

FBI/DOJ

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE PLAN

1. JOHN P. O'NEILL  
Payroll Name of Employee

2. 147-42-1004  
Social Security Number

3. Baltimore - Squad #6  
Office of Assignment

4. ~~SUPERVISORY~~ SPECIAL AGENT (GM-13)  
Position Title, Grade and Number

5. Critical Element # 4 :

DIRECTION OF INFORMANT/ASSET SELECTION, DEVELOPMENT, AND OPERATION: Direct subordinate Agents in the selection, development, and operation of informant(s)/asset(s) in a manner that contributes to the FBI's investigative efforts.

## Performance Standards

Minimally Acceptable	Fully Successful	Superior
Receiving general direction, provides necessary guidance, instruction, and training to subordinate Agents that assists them in their efforts to develop and operate informant(s)/asset(s). Documents individual Agent efforts to develop and operate informant(s)/asset(s). Ensures subordinate Agents execute duties in compliance with rules, regulations, and guidelines.	Receiving general direction, provides necessary guidance, instruction, and training to subordinate Agents that results in their development and operation of informant(s)/asset(s) who provide significant information that contributes to the FBI's investigative effort.	Receiving general direction, provides necessary guidance, instruction, and training to subordinate Agents that results in their development and operation of informant(s)/asset(s) who provide highly significant information that substantially contributes to the FBI's investigative effort.

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

8. The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

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b7C

John P. O'Neill  
Signature of Employee

7/25/83  
Date

[Signature]  
Signature of Training Officer

7/25/83  
Date

THREE

FBI/DOJ

## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>		2. SSN <b>147-42-1004</b>		3. Position Sensitivity (Opt)		4. Date of Birth <b>02-06-52</b>	
5. Veteran Preference <b>1</b> 1—None 3—10 Pt. Disab. 5—10 Pt. Other 2—5 Pt. 4—10 Pt. Comp. 6—10 Pt./30% Comp.		6. Serv. Comp. Date (Leave) <b>06-22-70</b>		7. Tenure <b>1</b>		8. Retirement <b>6</b> 1-CS 3-FS 5-Other 2-FICA 4-None 6-CS Spec	
9. FEGLI <b>D BASIC PLUS STANDARD</b>		10. FLSA <b>E</b> E-Exempt N-Nonexempt		11. Sex <b>M</b>		12. Citizenship <b>1</b> 1-US 8-Other	
14. Effective Date <b>01-06-85</b>		15. Annuitant Indicator 1-Reempl Ann-CS 3-RETM 5-RETM & CS 2-RETO 4-RETO & CS 9-Not Applicable		16. Work Schedule <b>F</b> F—Full-time P—Part-time I—Intermittent		17. (Reserved for OPM Use)	
18-A. NOAC <b>894</b>		18-B. Nature of Action <b>PAY ADJ</b>		19-A. NOAC		19-B. Nature of Action	
18-C. Auth Code		18-D. Authority		19-C. Auth Code		19-D. Authority	
18-E. Auth Code		18-F. Authority		19-E. Auth Code		19-F. Authority <b>EXCEPTED BY LAW</b>	
20. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>				27 TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>			
21. Name and Location of Employing Office <b>3050</b>				28. Name and Location of Employing Office <b>3050</b>			
22. Pay Plan & Occupational Code <b>GM 1811</b>		23. Grade or Level <b>14</b>		24. Step or Rate <b>00</b>		25. Salary <b>\$44359</b>	
26. Pay Basis <b>PA</b>		29. Pay Plan & Occupational Code <b>GM 1811</b>		30. Grade or Level <b>14</b>		31. Step or Rate <b>00</b>	
32. Salary <b>\$45911</b>		33. Pay Basis <b>PA</b>		34. Duty Station		35. Position Occupied <b>2</b> 1-Competitive 3-SES General 2-Excepted 4-SES Career Reserved	
36. Appropriation Code (Optional)		37. Remarks <b>PAY ADJUSTMENT PURSUANT TO EXECUTIVE ORDER 12496 DATED DECEMBER 28, 1984.</b>					

**NOT RECORDED**  
**20 JAN 22 1985**

38. Approval		39. FPMIS Data			
A. Title of Approving Official <b>DIRECTOR</b>		B. Date <b>01-06-85</b>		A. Supv. or Nonsupv. Ind.	
C. Signature/Authentication of Approving Official <i>William H. Webb</i>		B. VEV IND		C. PRD	
40. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>		F. Educational Level		D. Barg Unit Status	
G. Year Degree Attained		H. Academic Discipline		E. Functional Class	
J. Location Code		K. SON		L. Agency Code	
M.		N.		O.	
P.		Q.		R.	

# Memorandum



nhm

To : DIRECTOR, FBI  
(ATTENTION: [REDACTED])  
Date 8/9/84

From : PAY AND POSITION MANAGEMENT UNIT,  
ROOM 6173)

Subject : SAC, BALTIMORE  
JOHN P. O'NEILL  
PROMOTION MATTER

Re Bureau r/s to Baltimore dated 8/8/84.

Attached is print out regarding promotion of  
SSA John P. O'Neill to GS-14.

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For the information of the Bureau, SSA O'Neill was  
removed from overweight list pursuant to the submission of an  
FD-277 dated 3/26/84, at which time his weight was 195 lbs.,  
which is within the large frame standard for a 6' person.

*promote Gm 14(50), \$43,928 pa,  
eff 8/5/84. mhm*

*Merit Pay Indicator M1  
Equal Supp. Gm-14,  
8-20-84/mak.*

*HIN 442/mhm*

② - Bureau (Enclosure 1)  
1 - Baltimore (P.F. O'Neill)  
DND:bas  
(3)

REC-140

67-679605-77	
Searched	Numbered 17
5 OCT 22 1984	

**ENCLOSURE**  
RECEIVED SEPARATELY

*ff prep  
8/30/84  
mhm*  
*Val*  
*3*  
*af*

61  
2 DEC 6 1984





U. S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION

Office of the Director

Washington, D.C. 20535

MARCH 20, 1985

0  
MR. JOHN P. ONEILL  
FEDERAL BUREAU OF INVESTIGATION  
BALTIMORE, MD 20207

DEAR MR. ONEILL:

Enclosed is a check as monetary recognition of your EXCEPTIONAL performance as a General Merit employee for the past appraisal period. The cash value of your performance award is \$450.00. Your distinguished performance during this time has significantly contributed to the accomplishments of the FBI's mission.

Sincerely yours,

William H. Webster  
Director

67- 679605-49  
Searched..... Numbered.....  
3 MAR 26 1985

3 MAY 20 1986  
12 5/86

#388  
fwd 3/20/85  
3/djs

Reviewed by PRAU

(date)

(initials)

Reviewed by PRAU

(date)

(initials)

RECEIVED  
SEP 4 3 44 PM 1984  
PERSONNEL SECTION  
ASD

# FEDERAL BUREAU OF INVESTIGATION

## PERFORMANCE APPRAISAL REPORT

Cover Page

1. Payroll Name <u>ONEILL JOHN P</u>	2. Office of Assignment <u>3050 BALTIMORE</u> ✓
3. Social Security Number <u>147-42-1004</u> ✓	4. Merit Pay Indicator <u>M1</u> ✓
5. Position Title and Grade <u>03 SUPERVISORY SPECIAL AGENT</u> ✓ GM 14 78-FO-713	6. Overall Adjective Rating <u>EXCEPTIONAL</u>

7. Rating of Critical Element(s)

<u>S</u>	<u>S</u>	<u>E</u>	<u>E</u>	<u>  </u>	<u>  </u>	<u>  </u>
# <u>2</u>	# <u>3</u>	# <u>1</u>	# <u>4</u>	# <u>  </u>	# <u>  </u>	# <u>  </u>

Signature of Rating Official

7/1/85  
Date

b6  
b7C

9. I am aware that my overall performance, if below the Fully Successful level, may be the basis for the denial of my within-grade/step increase and could also preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer.

This appraisal has been discussed with me and I ☐ do ☒ do not wish to respond. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to grieve it.

J. P. O'Neill  
Signature of Employee

7/1/85  
Date

10. I have reviewed and approved this appraisal. ☐ See my comments attached.

[Signature]  
Signature of Reviewing Official

7-12-85  
Date

11. I have reviewed the comments of my reviewing official with respect to my comments and/or any adjustments he/she made to this performance appraisal.

I ☐ do ☐ do not wish to respond to this appraisal as adjusted by my reviewing official.

Initials of Employee

REC-108

67-679605-80	
Searched.....	Numbered.....
11 NOV 12 1985	

12. Type of Appraisal

- A ☒ Annual - Type ☒ Regular  
P ☐ Presumptive  
C ☐ Conversion
- S ( ) Special - Type ☐ Unacceptable  
☐ Requested by FBIHQ  
☐ Current Appraisal

PRAU USE ONLY  
Logged 7/15/85  
Reviewed 7/18  
Entered 7/18  
Verified 7/18  
Printout 7/18

10 NOV 12 1985

THREE

INSTRUCTIONS FOR PREPARING THE  
PERFORMANCE APPRAISAL REPORT  
RECEIVED PAGE

JUL 16 12 40 PM '85

PRAU  
PERSONNEL SECTION  
ASD

Note: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form.

With the exception of signatures, initials and dates, the information on this form is to be typewritten.

Preprinted form FD-593 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

Items 1 - 3 Self-explanatory.

Item 4 Circle one merit pay indicator. Merit pay indicator M1, M3, M4 OR M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. All other employees are excluded from merit pay and are properly shown as N8. Assignment of the appropriate merit pay indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 before referring to the Combinations Table and the instructions for its use in Part 1, Section 5, of the Manual of Administrative Operations and Procedures (MAOP) to determine the overall adjective rating (Unacceptable, Minimally Acceptable, Fully Successful, Superior or Exceptional) and record the appropriate rating.

Item 7 Record the adjective rating assigned to each critical element on the Evaluation Page(s). List the ratings in ascending order (lowest to highest) from left to right and record the identifying number for each critical element under the appropriate adjective rating. This item is not to be completed for presumptive annual appraisals.

Item 8 Rating official is to sign and date the appraisal before obtaining the employee's signature.

Item 9 Employee is to check the appropriate box indicating whether he/she does or does not wish to respond to the appraisal and then sign and date the appraisal when presented to him/her. The employee may respond to the appraisal by setting forth his/her comments on plain white bond paper within 7 days. The employee may not respond to a conversion appraisal. If the employee refuses to sign or initial the appraisal, the rating official is to determine if a response will be forthcoming and document these facts in the space allowed for this item.

Item 10 Following presentation to the employee, each appraisal must be reviewed at a higher level (except where there is no higher level official in the office) to assure consistency and fairness. The reviewing official must justify, with comments on plain white bond paper, any modification he/she makes to the appraisal. The reviewing official may not modify a conversion appraisal. If the employee responded to the appraisal, the reviewing official must address the employee's concerns and set forth the basis for his/her decision on plain white bond paper.

Item 11 Complete this item only if the reviewing official commented on and/or adjusted the appraisal. If the appraisal was adjusted, the employee must be given another opportunity (7 days) to respond.

Item 12 Record type of appraisal being submitted.

Refer to the MAOP, Part 1, Section 5, for additional instructions on the completion of this form when issuing presumptive annual appraisals, converting special appraisals to annuals as well as guidance on the Performance Appraisal System.

FEDERAL BUREAU OF INVESTIGATION  
EVALUATION PAGE

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

SUPERVISORY SPECIAL AGENT

4. Critical Element # 1 as listed on the Plan.

MANAGEMENT OF INVESTIGATIONS

5. Adjective Rating:

☐ Fully Successful☐ Superior☒ Other Exceptional

During this rating period SSA JOHN P. O'NEILL was supervisor of Squad 6 with supervisory responsibilities for the Public Corruption and Labor Racketeering matters for the Baltimore Division. In addition, he was the program manager for the White Collar Crime Program and as such has identified and initiated appropriate action in all of his areas of investigative responsibilities.

During this rating period SSA O'NEILL has enhanced and increased the number of investigations being conducted in the area of public corruption and labor racketeering in both quantity and quality. He has personally participated in the majority of the matters investigated by this squad and has utilized his personnel to identify and respond to priority problems in the areas of labor racketeering and public corruption violations.

(cont. next page)

4. Critical Element # 2 as listed on the Plan.

SUPERVISION OF SUBORDINATES

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other \_\_\_\_\_  
Initials of Employee

**INSTRUCTIONS FOR PREPARING THE  
PERFORMANCE APPRAISAL REPORT  
EVALUATION PAGE**

**NOTE:** No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.

Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.

Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.

- (a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.
- (b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.



Critical Element #1 cont.

During this rating period his squad has accomplished the following: 13 convictions, 4 informations, and 7 indictments. In addition, the following major matters were investigated by this squad:

[REDACTED]  
ET AL  
NARCOTICS  
OO: BALTIMORE  
BA 12E-366

This investigation was a direct result of information developed during a judicial corruption investigation concerning [REDACTED] and has resulted in the indictment of [REDACTED] for narcotics trafficking.

UNSUBS, aka;  
Officials of the City of Baltimore, Maryland  
ET AL  
RICO; ITAR - GAMBLING  
HOBBS ACT - CPO  
MF; FBW; FAG  
OO: BALTIMORE  
BA 183A-1223

Information was received from the Newark Division which indicated that members of La Cosa Nostra had affected the relationship with [REDACTED] as a result of Title III monitoring by the Union County Prosecutor's Office, Elizabeth, New Jersey. Information developed clearly indicated that [REDACTED] was involved in a criminal conspiracy with members of La Cosa Nostra and strongly suggested that [REDACTED] is either a member of La Cosa Nostra or at least a close associate. Extensive investigation has been conducted at Baltimore and probable cause was developed for Title III monitoring. Extensive information of an evidentiary and intelligence nature was obtained.

UNSUBS,  
U. S. Parole Commission,  
Baltimore, Maryland;

[REDACTED]  
Maryland State Senate  
HOBBS ACT - CPO  
OO: BALTIMORE  
BA 194C-188

This is a major investigation into the activities of [REDACTED] a Maryland State Senator, and his accepting of \$83,000 in payments from known heroin dealers in the City of Baltimore. This investigation has used a myriad of investigative techniques and is currently employing Title III interceptions.

Accordingly, SSA O'NEILL's performance as a supervisor in this critical element justifies an exceptional rating.

98

FEDERAL BUREAU OF INVESTIGATION  
EVALUATION PAGE

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

SUPERVISORY SPECIAL AGENT

4. Critical Element # 3 as listed on the Plan.

LIAISON

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other \_\_\_\_\_4. Critical Element # 4 as listed on the Plan.

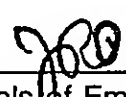
DIRECTION OF INFORMANT/ASSET SELECTION, DEVELOPMENT, AND OPERATION

5. Adjective Rating:

☐ Fully Successful☐ Superior☒ Other Exceptional

During this rating period SSA O'NEILL supervised 12 Special Agents and has operational ☐ informants targeted against labor racketeering matters and public corruption matters. In addition, he has one informant in an SI status in the White Collar Crime Program and all agents on his squad are assigned fully operational informants, except for one and this individual has just recently closed an organized crime informant and has been directed and advised of the need for obtaining another informant in the immediate future. The above informants assigned are providing significant information contributing to the programs of Squad 6 as well as to general intelligence data for the Baltimore Division which has substantially contributed to the investigative efforts of this division. Informants of this squad have been used for the basis of Title IIIs and for the obtaining and execution of several search warrants. This outstanding effort is deserving of an exceptional rating for this critical element.

b2

  
Initials of Employee

O'NEILL, JOHN P  
147-42-1004

147-42-1004 20

(PLEASE TYPE OR PRINT ALL INFORMATION)

1. NAME O'Neill John Patrick  
LAST FIRST MIDDLE

2. OFFICE OF ASSIGNMENT \_\_\_\_\_

3. LATEST FBI EOD DATE 6-22-70  
(PRIOR FBI SERVICE TO BE LISTED UNDER ITEM 4)

4. PREVIOUS CIVILIAN GOVERNMENT SERVICE  
(GIVE COMPLETE NAME OF AGENCY AND BRANCH)

	DATE EOD	DATE SEPARATED	TOTAL LENGTH OF SERVICE WITH EACH AGENCY		
			YEARS	MONTHS	DAYS

5. TOTAL LENGTH OF PREVIOUS CIVILIAN GOVERNMENT SERVICE  
(ADD ALL TIME LISTED UNDER ITEM 4, DIVIDE TOTAL DAYS BY 30, TOTAL MONTHS BY 12 - GIVE TOTAL IN EXACT YEARS, MONTHS, AND DAYS SERVED)

6. MILITARY SERVICE  
(INDICATE BRANCH - ARMY, NAVY, MARINE CORPS, COAST GUARD, AIR FORCE, ETC. IF NO ACTIVE MILITARY SERVICE, WRITE "NONE" IN THIS SPACE)

	DATE ENTERED ON ACTIVE DUTY (DATE GIVEN ON SEPARATION DOCUMENT)	DATE DISCHARGED (DATE GIVEN ON SEPARATION DOCUMENT)	TOTAL ACTIVE DUTY WITH MILITARY (EACH BRANCH)		
			YEARS	MONTHS	DAYS

7. TOTAL MILITARY SERVICE  
(ADD ALL TIME LISTED UNDER ITEM 6, DIVIDE TOTAL DAYS BY 30, TOTAL MONTHS BY 12 - GIVE TOTAL IN EXACT YEARS, MONTHS, AND DAYS SERVED)

(OVER)

TOTAL FEDERAL SERVICE  
(CHECK ONE, PER ITEM 11)

LESS THAN 3 YRS. ☒ 3 YRS. BUT LESS THAN 15 YRS. ☐ 15 YRS. OR OVER ☐

DATE YOU WILL REACH NEXT CATEGORY:  
MONTH 6 DAY 22 YEAR 73

TOTALS  
ITEMS 5, 7, 9, 10, AND 11.

YEARS 1 MONTHS 4 DAYS

STATEMENT OF FEDERAL SERVICE  
FD-195 (REV. 3-23-59)

FEDERAL BUREAU OF INVESTIGATION

67-NOT RECORDED  
MAY 29 1985

126

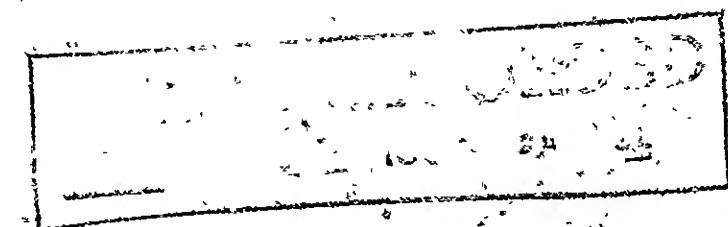
3/50

# NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>				2. SSN <b>147-42-1004</b>		3. Position Sensitivity (Opt)		4. Date of Birth <b>02-06-52</b>	
5. Veteran Preference <b>I</b> 1—None 3—10 Pt. Disab. 5—10 Pt. Other 2—5 Pt. 4—10 Pt. Comp. 6—10 Pt./30% Comp.				6. Serv. Comp. Date (Leave) <b>06-22-70</b>		7. Tenure <b>I</b>		8. Retirement <b>6</b> 1-CS 3-FS 5-Other 2-FICA 4-None 6-CS Spec	
9. FEGLI <b>D BASIC PLUS STANDARD</b>				10. FLSA <b>E</b> E-Exempt N-Nonexempt		11. Sex <b>M</b>		12. Citizenship <b>I</b> 1-US 8-Other	
14. Effective Date <b>10-13-85</b>		15. Annuitant Indicator 1-Reempl Ann-CS 3-RETM 5-RETM & CS 2-RETO 4-RETO & CS 9-Not Applicable		16. Work Schedule <b>F</b> F—Full-time P—Part-time I—Intermittent		G—FT Seasonal Q—PT Seasonal J—INT Seasonal		17. (Reserved for OPM Use)	
18-A. NOAC <b>891</b>		18-B. Nature of Action <b>MERIT INC</b>		19-A. NOAC		19-B. Nature of Action			
18-C. Auth Code		18-D. Authority		19-C. Auth Code		19-D. Authority			
18-E. Auth Code		18-F. Authority		19-E. Auth Code		19-F. Authority <b>EXCEPTED BY LAW</b>			
20. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>				27. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>					
21. Name and Location of Employing Office				28. Name and Location of Employing Office <b>BALTIMORE</b>					
22. Pay Plan & Occupational Code <b>GM 1811</b>		23. Grade or Level <b>14</b>		24. Step or Rate <b>00</b>		25. Salary <b>\$45911</b>		26. Pay Basis <b>PA</b>	
29. Pay Plan & Occupational Code <b>GM 1811</b>		30. Grade or Level <b>14</b>		31. Step or Rate <b>00</b>		32. Salary <b>\$47392</b>		33. Pay Basis <b>PA</b>	
34. Duty Station				35. Position Occupied <b>2</b> 1-Competitive 3-SES General 2-Excepted 4-SES Career Reserved				36. Appropriation Code (Optional)	

## 37. Remarks

SALARY INCLUDES A MERIT INCREASE OF \$1481.00 BASED UPON YOUR ANNUAL RATING OF EXCEPTIONAL, AND YOUR SALARY'S LOCATION IN THE LOWER ONE-THIRD OF THE RATE RANGE OF YOUR GRADE.



38. Approval		39. FPMIS Data											
A. Title of Approving Official <b>DIRECTOR</b>		B. Date <b>10-13-85</b>		A. Supv. or Nonsupv. Ind.		B. VEV IND		C. PRD		D. Barg Unit Status		E. Functional Class	
C. Signature/Authentication of Approving Official <i>William H. Webb</i>				F. Educational Level		G. Year Degree Attained		H. Academic Discipline		I. Agency Code			
				J. Location Code		K. SON							
40. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>				N.		O.		P.					



U. S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION

Office of the Director

Washington, D.C. 20535

DECEMBER 6, 1985

MR. JOHN P. ONEILL  
FEDERAL BUREAU OF INVESTIGATION  
BALTIMORE, MD 20207

DEAR MR. ONEILL:

Enclosed is a check as monetary recognition of your EXCEPTIONAL performance for the past appraisal period as a General Merit employee in the Performance Management and Recognition System. The cash value of your performance award is \$ 918.22. Your distinguished performance during this time has been significant in contributing to the accomplishment of the FBI's mission.

Sincerely yours,

William H. Webster  
Director

Enclosure

REC-1

679605-81  
12/8

FEB 13 1986

48

*Wm*  
FBI/DOJ

X434

2-12-87

SUBJECT ONEILL, JOHN P.

TYPE OF MAIL PHYSICAL

Mail is being permanently filed in employee's medical folder maintained in PERSONNEL RECORDS SUBUNIT, RECORDS SECTION, RECORDS MANAGEMENT DIVISION, ROOM 6912.

FILE NUMBER 67 - 679605-M-80X

PERMANENT SERIAL CHARGE OUT



## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>		2. SSN <b>147-42-1004</b>		3. Position Sensitivity (Opt)		4. Date of Birth <b>02-06-52</b>													
5. Veteran Preference <b>1</b> 1—None 2—5 Pt. 3—10 Pt. Disab. 4—10 Pt. Comp. 5—10 Pt. Other 6—10 Pt./30% Comp.				6. Serv. Comp. Date (Leave) <b>06-22-70</b>		7. Tenure <b>1</b>		8. Retirement <b>6</b>											
9. FEGLI <b>U BASIC PLUS STANDARD</b>				10. FLSA <b>E</b> E—Exempt N—Nonexempt		11. Sex <b>M</b>		12. Citizenship <b>1</b> 1—US 8—Other		13. Comp. Level (Opt)									
14. Effective Date <b>10-12-86</b>		15. Annuity Indicator <b>1</b> 1—Reempl Ann-CS 2—RETO 3—RETM 4—RETO & CS 5—RETM & CS 9—Not Applicable		16. Work Schedule <b>F</b> F—Full-time P—Part-time I—Intermittent G—FT Seasonal J—INT Seasonal H—FT On Call R—PT ON Call		17. (Reserved for OPM Use)													
18-A. NOAC <b>801</b>		18-B. Nature of Action <b>HEIT INC</b>		19-A. NOAC		19-B. Nature of Action													
18-C. Auth Code		18-D. Authority		19-C. Auth Code		19-D. Authority													
18-E. Auth Code		18-F. Authority		19-E. Auth Code		19-F. Authority <b>EXCEPTED BY LAW</b>													
20. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-713 160</b>				27. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-713 160</b>															
21. Name and Location of Employing Office				28. Name and Location of Employing Office <b>BALTIMORE</b>															
22. Pay Plan & Occupational Code <b>GM 1311</b>		23. Grade or Level <b>14</b>		24. Step or Rate <b>00</b>		25. Salary <b>647392</b>		26. Pay Basis <b>PA</b>		29. Pay Plan & Occupational Code <b>GM 1311</b>		30. Grade or Level <b>14</b>		31. Step or Rate <b>00</b>		32. Salary <b>648872</b>		33. Pay Basis <b>PA</b>	
34. Duty Station				35. Position Occupied <b>2</b> 1—Competitive 2—Excepted 3—SES General 4—SES Career Reserved				36. Appropriation Code (Optional)											

37. Remarks

SALARY INCLUDES A MERIT INCREASE OF \$1481.00 BASED UPON YOUR ANNUAL RATING OF EXCEPTIONAL, AND YOUR SALARY'S LOCATION IN THE LOWER ONE-THIRD OF THE RATE RANGE OF YOUR GRADE.

NOT RECORDED  
61 OCT 29 1986

38. Approval		39. FPMIS Data											
A. Title of Approving Official <b>DIRECTOR</b>		B. Date <b>10-12-86</b>		A. Supv. or Nonsupv. Ind.		B. VEV IND		C. PRD		D. Barg. Unit Status		E. Functional Class <b>3/ret</b>	
C. Signature/Authentication of Approving Official <i>William H. White</i>				F. Educational Level		G. Year Degree Attained		H. Academic Discipline		I. Agency Code			
				J. Location Code				K. SON					
40. Employing Department or Agency <b>DEPT OF INVESTIGATION</b>								O.		P.		Q.	



U.S. Department of Justice

Federal Bureau of Investigation

Office of the Director

Washington, D.C. 20535

OCTOBER 15, 1986

8  
MR. JOHN P. ONEILL  
FEDERAL BUREAU OF INVESTIGATION  
BALTIMORE, MD 20207

DEAR MR. ONEILL:

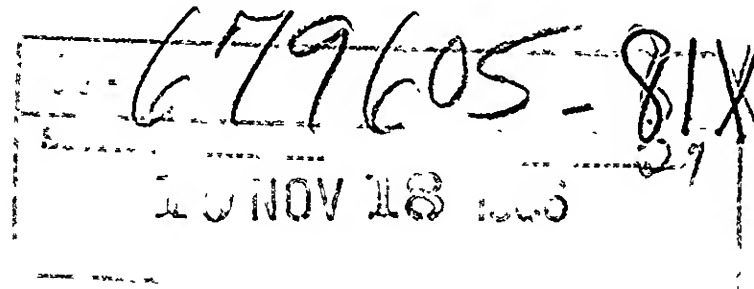
Enclosed is a check as monetary recognition of your EXCEPTIONAL performance for the past appraisal period as a General Merit employee in the Performance Management and Recognition System. The cash value of your performance award is \$ 947.84. Your distinguished performance during this time has been significant in contributing to the accomplishment of the FBI's mission.

Sincerely yours,

William H. Webster  
Director

Enclosure

ENC-110



10 NOV 24 1986  
12-4  
66

*Z. Sle*

FBI/DOJ

X474

FBI/DOJ

**FEDERAL BUREAU OF INVESTIGATION**  
**PERFORMANCE APPRAISAL REPORT**  
 Cover Page

1. Payroll Name O'NEILL, JOHN P.	2. Office of Assignment 3050 ✓ BALTIMORE
3. Social Security Number 147-42-1004	4. Merit Pay Indicator M1    M3    M4    M5    N8
5. Position Title and Grade 03 SUPERVISORY SPECIAL AGENT GM 14 78-F0-713	6. Overall Adjective Rating EXCEPTIONAL

7. Rating of Critical Element(s)

<u>S</u>	<u>S</u>	<u>E</u>	<u>E</u>	_____	_____	_____
# <u>2</u>	# <u>4</u>	# <u>1</u>	# <u>3</u>	# _____	# _____	# _____

8.

Douglas A. Ball SAC

Signature of Rating Official

7-24-86

Date

9. I am aware that my overall performance, if below the Fully Successful level, may be the basis for the denial of my within-grade/step increase and could also preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer.

This appraisal has been discussed with me and I ☐ do ☒ do not wish to respond. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to grieve it.

J.P. O'Neill

Signature of Employee

7-31-86

Date

10. I have reviewed and approved this appraisal. ☐ See my comments attached.

Edwin J. Sharp

Signature of Reviewing Official

9-10-86

Date

11. I have reviewed the comments of my reviewing official with respect to my comments and/or any adjustments he/she made to this performance appraisal. I ☐ do ☐ do not wish to respond to this appraisal as adjusted by my reviewing official.

\_\_\_\_\_  
 Initials of Employee

REG149

67-679605-82	
Searched _____	Numbered _____
5 NOV 10 1986	
Date	

12. Type of Appraisal

- A ( ☒ ) Annual - Type ☒ Regular  
 P ☐ Presumptive  
 C ☐ Conversion
- S (    ) Special - Type ☐ Unacceptable  
                                   ☐ Requested by FBIHQ  
                                   ☐ Current Appraisal

**PRAU USE ONLY**

Logged DM  
 Reviewed DMR/12  
 Entered WB  
 Verified DM  
 Printout dm

THREE

**INSTRUCTIONS FOR PREPARING THE  
PERFORMANCE APPRAISAL REPORT  
COVER PAGE**

**Note:** Rating official is to complete the necessary Evaluation Page(s) prior to completing this form.

With the exception of signatures, initials, and dates, the information on this form is to be typewritten.

Preprinted form FD-593 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

Items 1 - 3 Self-explanatory.

Item 4 Circle one merit pay indicator. Merit pay indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. All other employees are excluded from merit pay and are properly shown as N8. Assignment of the appropriate merit pay indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 before referring to the Combinations Table and the instructions for its use in Part I, Section 5, of the Manual of Administrative Operations and Procedures (MAOP) to determine the overall adjective rating (Unacceptable, Minimally Acceptable, Fully Successful, Superior or Exceptional) and record the appropriate rating.

Item 7 Record the adjective rating assigned to each critical element on the Evaluation Page(s). List the ratings in ascending order (lowest to highest) from left to right and record the identifying number for each critical element under the appropriate adjective rating. This item is not to be completed for presumptive annual appraisals.

Item 8 Rating official is to sign and date the appraisal before obtaining the employee's signature.

Item 9 Employee is to check the appropriate box indicating whether he/she does or does not wish to respond to the appraisal and then sign and date the appraisal when presented to him/her. The employee may respond to the appraisal by setting forth his/her comments on plain white bond paper within 7 days. The employee may not respond to a conversion appraisal. If the employee refuses to sign or initial the appraisal, the rating official is to determine if a response will be forthcoming and document these facts in the space allowed for this item.

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Item 12 Record type of appraisal being submitted.

Refer to the MAOP, Part I, Section 5, for additional instructions on the completion of this form when issuing presumptive annual appraisals or converting special appraisals to annuals as well as for guidance on the Performance Appraisal System.

FEDERAL BUREAU OF INVESTIGATION  
EVALUATION PAGE

1. Payroll Name of Employee

O'NEILL, JOHN P.

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

SUPERVISORY SPECIAL AGENT

4. Critical Element # 1 as listed on the Plan.

MANAGEMENT OF INVESTIGATIONS

5. Adjective Rating:

☐ Fully Successful☐ Superior☒ Other Exceptional

During this rating period, SSA JOHN P. O'NEILL had supervisory responsibility for Public Corruption and Labor Racketeering matters, encompassing both the White Collar Crime Program and the Organized Crime Program. He has developed an expertise in the intricacy of the political arena which has enabled him to insure proper direction is pursued in these most sensitive investigations. SSA O'NEILL has monitored and directed these matters, including the utilization of a Title III, in an exceptional manner. The investigations managed by SSA O'NEILL have required extensive use of consensual monitoring, surveillance, and pen registers, all of which require timely and accurate attention to insure proper compliance and successful results. The complexity of the investigations combined with the sensitivity of the political issues balanced against his performance must result in an evaluation of exceptional.

4. Critical Element # 2 as listed on the Plan.

SUPERVISION OF SUBORDINATES

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other \_\_\_\_\_  
Initials of Employee

**INSTRUCTIONS FOR PREPARING THE  
PERFORMANCE APPRAISAL REPORT  
EVALUATION PAGE**

**NOTE:** No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.

Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.

Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.

(a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.

(b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.



FEDERAL BUREAU OF INVESTIGATION  
EVALUATION PAGE

1. Payroll Name of Employee

O'NEILL, JOHN P.

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

SUPERVISORY SPECIAL AGENT

4. Critical Element # 3 as listed on the Plan.

LIAISON

5. Adjective Rating:


☐ Fully Successful☐ Superior☒ Other Exceptional

SSA O'NEILL has developed and maintained liaison activities with the States Attorneys and major police departments in the area of public corruption and organized crime. Public corruption is an extremely sensitive area attracting the interests and concerns of the populace, law enforcement, and the media. SSA O'NEILL has established a dialogue with each entity and is recognized as a knowledgeable leader in the formulation of investigative strategy crossing state, local, and federal jurisdictions. At the present time SSA O'NEILL is tasked with coordinating a most volatile public corruption case within the State of Maryland presently being presented to a federal grand jury. His adroit handling of the various agencies involved is deserving of an exceptional rating in this critical element.

4. Critical Element # 4 as listed on the Plan.

DIRECTION OF INFORMANT/ASSET SELECTION, DEVELOPMENT, AND OPERATION

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other \_\_\_\_\_  
Initials of Employee

# Memorandum



b6  
b7C

Exec AD Adm. \_\_\_\_\_  
Exec AD Inv. \_\_\_\_\_  
Exec AD LES \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Laboratory \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Plan. & Insp. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Off. of Cong. & Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

To : Mr. *Sgt/Kmt*

Date 2/4/87

From : J. E. Otto

Subject : SSA JOHN P. O'NEILL  
CAREER BOARD MATTER

~~CAREER DEVELOPMENT PROGRAM FOR  
SUPERVISORY AND EXECUTIVE PERSONNEL~~

The Director has approved John P. O'Neill, currently assigned to the Baltimore Division, to be transferred and designated Supervisor, Public Corruption Unit, Criminal Investigative Division, at no change in grade or salary.

## RECOMMENDATION:

Administrative Services Division prepare the necessary communications to effect the above action.

1 -  Room 1358

### APPROVED:

Director _____	Adm. Servs. _____	Laboratory _____
Exec. AD-Adm. _____	Crim. Inv. _____	Legal Coun. _____
Exec. AD-Inv. _____	Ident. _____	Off. of Cong. & Public Affs. _____
Exec. AD-LES _____	Inspection _____	Rec. Mgnt. _____
	Intell. _____	Tech. Servs. _____
		Training _____

RGP:lfr  
(3)

Transfer letter prepared,  
dated 2-17-87 by *V.A.*

REC-110

67-619605-82	
Searched _____	Numbered _____
5 FEB 26 1987	

*2* XEROX

FEB 26 1987

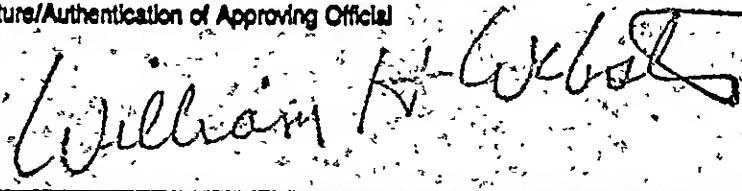
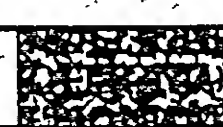
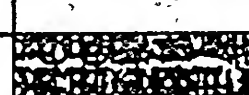

*3/m*

## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ORETIL JOHN P</b>				2. SSN <b>147-42-1004</b>		3. Position Sensitivity (Opt)		4. Date of Birth <b>07-06-52</b>	
5. Veteran Preference <b>1</b> 1—None 2—5 Pt. 3—10 Pt. Disab. 4—10 Pt. Comp. 5—10 Pt. Other 6—10 Pt./30% Comp.				6. Serv. Comp. Date (Leave) <b>06-22-70</b>		7. Tenure <b>1</b>		8. Retirement <b>1</b>	
9. FEGLI <b>0</b> <b>BASIC PLUS STANDARD</b>				10. FLSA <b>E</b> E—Exempt N—Nonexempt		11. Sex <b>M</b>		12. Citizenship <b>1</b> 1—US 2—Other	
14. Effective Date <b>01-04-87</b>		15. Annuity Indicator <b>1</b> 1—Reempl Ann-CS 2—RETO 3—RETM 4—RETO & CS 5—RETM & CS 9—Not Applicable		16. Work Schedule <b>F</b> F—Full-time P—Part-time I—Intermittent G—FT Seasonal Q—PT Seasonal J—INT Seasonal H—FT On Call R—PT ON Call		17. (Reserved for OPM Use)			
18-A. NOAC <b>894</b>		18-B. Nature of Action <b>ADM PAY INC</b>		19-A. NOAC		19-B. Nature of Action			
18-C. Auth Code		18-D. Authority		19-C. Auth Code		19-D. Authority			
18-E. Auth Code		18-F. Authority		19-E. Auth Code		19-F. Authority <b>EXCEPTED BY LAW</b>			
20. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>				27. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>					
21. Name and Location of Employing Office				28. Name and Location of Employing Office <b>BALTIMORE</b>					
22. Pay Plan & Occupational Code <b>GM 1811</b>		23. Grade or Level <b>14</b>		24. Step or Rate <b>00</b>		25. Salary <b>\$48873</b>		26. Pay Basis <b>PA</b>	
29. Pay Plan & Occupational Code <b>GM 1811</b>		30. Grade or Level <b>14</b>		31. Step or Rate <b>00</b>		32. Salary <b>\$50338</b>		33. Pay Basis <b>PA</b>	
34. Duty Station				35. Position Occupied <b>2</b> 1—Competitive 2—Excepted 3—SES General 4—SES Career Reserved		36. Appropriation Code (Optional)			

37. Remarks

**PAY ADJUSTMENT PURSUANT TO EXECUTIVE ORDER #12578 SIGNED 12-31-86.**

38. Approval		39. FPMIS Data											
A. Title of Approving Official <b>DIRECTOR</b>		B. Date <b>01-13-87</b>		A. Supv. or Nonsupv. Ind.		B. VEV IND		C. PRO		D. Barg. Unit Status		E. Functional Class	
C. Signature/Authentication of Approving Official 				F. Educational Level		G. Year Degree Attained		H. Academic Discipline		I. Agency Code			
				J. Location Code		K. SON							
40. Employing Department/Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>						N.		O.		P. 			

February 17, 1987

PERSONAL

0  
Mr. John P. O'Neill  
Federal Bureau of Investigation  
Baltimore, Maryland

Dear Mr. O'Neill:

Your headquarters are changed for official reasons from

~~Baltimore, Maryland~~ to Washington, D. C., effective upon your arrival there on or after this date. Travel and transportation expenses and applicable allowances and benefits for you and your dependents incidental to this transfer as provided by the Administrative Expenses Act of 1946, as amended; General Services Administration Federal Travel Regulations dated September, 1981, and implementing regulations prescribed by this Bureau, shall be paid to you or on your behalf. However, before these expenses can be paid by the Government you must agree in writing (Bureau Form 3-34b) to remain in the service of the Government for one year following the first day you report for duty at the new station. If you are being transferred to a duty station outside the continental United States only the written agreement form, FD-382, need be executed. You are reminded that pursuant to Internal Revenue Service regulations, certain moving expenses paid incidental to this transfer are subject to an income tax.

Report to Assistant Director Clarke, Room 5012, J. Edgar Hoover F.B.I. Building, for assignment.

Very truly yours,

15/ 67-679005-84  
Searched \_\_\_\_\_ Numbered \_\_\_\_\_  
Edwin J. Sharp 5 FEB 26 1987  
Assistant Director  
Administrative Services Division

1 - SAC, Baltimore (Personal Attention) (Enclosures 4) Enclosed for SA O'Neill is his Cost Identifying Number (87-697A), Forms 3-34b, and a Relocation Information form. Have him execute Forms 3-34b and return the original and copy, as well as the Relocation Information form, to the Voucher and Payroll Section, FBIHQ. Advise by FD-67 within 30 days departure and arrival dates.

1 - Mr. Clarke (Personal Attention) SA O'Neill is to be assigned to the Public Corruption Unit, White Collar Crimes Section. He should contact Property Accounting Systems Unit, Room 1B122, regarding Bureau property. Advise arrival date.

1 - [redacted] (Sent Direct)

1 - PPMU (Sent Direct)

1 - Payroll Distribution

VAH:lab (12)

1 - Voucher Unit

1 - Property Accounting Systems Unit

1 - Facilities Management & Security Section

Based on memo J. E. Otto to Mr. Sharp, 2/4/87, RGP:lfr.

10 MAR 2 1987 65

MAIL ROOM

3/4/87

## SUPERVISORY VACANCY REQUEST FORM

1/12

**INSTRUCTIONS:** Upon completion of Parts 1 - 9 of this form, Xerox two copies and send one directly to the division head advertising the vacancy, and the other copy to FBIHQ, Att.: Chairman, Career Board, Room 7142, either by routing slip or by enclosing form in a manila envelope. The original is to be submitted to your division head. Note on the bottom of the original that information copies have been sent direct.

To: Director, FBI Attn: Chairman, Career Board Room 7142

From: SAC, BALTIMORE  
(Title of Division Head)

Subject: CAREER DEVELOPMENT VACANCY

CRIMINAL INVESTIGATION DIVISION, FBIHQ  
(Title of Field/Hq Division Advertising Vacancy)

PUBLIC CORRUPTION UNIT  
(Squad or Unit)

JOHN P. O'NEILL  
(Name of Agent Applying)

Reference Bureau teletype dated January 3, 1987  
(Title of communication advertising vacancy).

1. EOD: 7/22/70 (Clerk); 7/6/76 (Special Agent)
2. Education (Year/Field of Study): 1974 Bachelor of Science; 1978 Masters of Forensic Science
3. EOD Current Division: 10/21/76
4. EOD FBIHQ (Division, Section, Unit):
5. ~~XXXX~~ Supervisor (Date approved): 7/6/83  
MAP (Date of attendance): 8/16-27/81
6. Previous Assignments (Identify divisions, dates of assignment and work specialty, i.e., WCC, FCI, OC, General Property, etc.):

Division	Begin/End Date	Work Specialty
Baltimore	10/76 - 4/78	SA/FCI
Baltimore	4/78 - 2/83	SA/Organized Crime
Baltimore	2/83 - present	SSA/White Collar Crime/Organized Crime

See Otto to Director Memo 1/20/87

7. Bureau Specialties (i.e., SWAT, Police Instructor, Specialized In-Service, etc.): General Police Instructor, Fingerprint Instructor, Organized Crime IS, Labor Racketeering IS, Public Corruption Seminar, FBI Supervisor Management Seminar - Comprehensive, Bureau Management Training Level II, Corruption of Public Officials Conf., Organized Crime Regional Training Conf, Crisis Management School, Executive Stress Management, Toxic Waste Matters Training

1 - Assistant Director, Criminal Investigation Division (SENT DIRECT)  
1 - Chairman, Career Board, Room 7142 (SENT DIRECT)

(Continued on Page 2.)

3/Bolif



8. Pre-FBI Experience: Fingerprint Technician, Identification Division, FBIHQ, 7/70 through 7/75. Research Analyst, FOIPA, Records Management Division, FBIHQ, 7/75 through 6/76.

9. Concise narrative of investigative experience (highlight investigative duties and accomplishments). **Limit to space below:** Upon arrival at Baltimore, I was assigned to FCI responsibilities and within approximately one year developed and managed an undercover operation successfully targeting a specific area of FCI interest. In 1978, I was transferred to the OC Squad and developed a significant RICO investigation. Numerous investigative techniques were used to include a Group I UCO, over 400 consensually monitored conversations, Title III coverage on 6 telephone lines, and a MISUR, resulting in 11 convictions. I was assigned in 1982 to investigate labor matters and was designated to develop a Labor Program for the division. On 2/1/83, I was designated Acting Supervisor of a newly formed Labor Racketeering/Public Corruption (LR/PC) Squad. From 2/1/83 until 7/6/83, I served in the capacity as acting supervisor of this squad and on 7/6/83 I was designated a stationary supervisor with 16 agents assigned. Training has been an integral component of the LR/PC squad with in-house in-services which I designed and implemented for labor, PC, and informant development. An aggressive liaison program was developed along with extra media attention highlighting the FBI as the premier law enforcement agency for the investigation of LR and PC violations. Cases managed on the squad have included the full menu of labor matters, including but not limited to embezzlement of union and pre-paid benefit plans, Hobbs Act-labor Related, labor related arsons, kickbacks in violation of ERISA, LMRA, and LMRDA, RICO, mail and wire fraud, deprivation of rights, labor related homicides, and extortions. Investigations falling under the PC definitions include judicial and police corruption, bribery-conflict of interest investigations of all levels of federal employees. Investigations of Hobbs Act-Corruption of Public Officials have covered elected and appointed officials at all levels of state, county, and municipal governments. Election Law matters and Foreign Corrupt Practices Act cases have also been initiated during my tenure as supervisor and several leads have been received concerning the most sensitive Ethics in Government Act cases. The squad's statistical accomplishments have steadily increased along with its complement since 1983. The squad has successfully developed two Group I UCOs and one Group II UCO and has employed three Title IIIs.

10. **DIVISION HEAD COMMENTS** (To be used when reviewing completed form. Initial off if candidate is being recommended. Comments are optional. However, if you cannot recommend the candidate you are instructed to state reason, i.e., NOT QUALIFIED FOR ADVERTISED POSITION, NEEDS MORE FIELD EXPERIENCE, NOT IN DIVISION LONG ENOUGH TO EVALUATE, ETC.):

*O'Neill has a reputation as a strong & capable supervisor in the Baltimore office and his field experience will be an asset to the Public Corruption Unit. Jie*



FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE APPRAISAL REPORT - COVER PAGE

(SEE INSTRUCTIONS ON REVERSE)

1. Payroll Name of Employee ONEILL JOHN P	2. Office of Assignment 0622 D6-PUB CORRUPTION
3. Social Security Number 147-42-1004	4. PMRS Indicator M5
5. Position Title and Grade SUPERVISORY SPECIAL AGENT GM 14 78-FD-713	6. Summary Rating Superior

7. Rating of Critical Element(s)

<u>S</u>	<u>S</u>	<u>S</u>	<u>E</u>			
# 2	# 3	# 4	# 1	#	#	#

8.

10/13/87  
 Date

9. I have reviewed and approved this appraisal. ( ) See my comments attached.

*Anthony C. Dorch*  
 Signature of Reviewing Official

10/15/87  
 Date

10. I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and could also preclude me from consideration for promotion, administrative advancement and/or office of preference transfer. In addition, I am aware that a summary rating of Unacceptable may be the basis for my reassignment, reduction in grade, or removal. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

*John P. O'Neill*  
 Signature of Employee

10/20/87  
 Date

11. Type of Appraisal  
 A X) Annual - Type ☒ Regular  
                           ☐ Conversion  
 C ☐ Unacceptable - Warning  
 W ☐ Warning Resolution  
 F ☐

S ( ) Special - Type ☐ Position Change  
                           ☐ Change in Rating Official  
                           ☐ Current Appraisal  
                           ☐ Requested by FBIHQ  
                           ☐ Conclusion of Detail  
                           ☐ Unacceptable - Warning  
                           ☐ Warning Resolution

PRAU USE ONLY

Logged  
 Reviewed  
 Entered  
 Verified  
 Printout

*BAE 11/6 JW*  
*BAE 11/6*  
 WS  
 DK

REC-102

67-679605-85  
 SEARCHED INDEXED  
 SERIALIZED FILED  
 8 JAN 20 1988  
 FBI/DOJ

FBI/DOJ

5 JAN 22 1988

PPSTFD. 4/14/87 PROMAN, SUPSUB, COMSKS, LIAISON

b6  
 b7C

INSTRUCTIONS  
FOR PREPARING THE  
PERFORMANCE APPRAISAL REPORT  
COVER PAGE

RECEIVED  
OCT 30 12 36 PM '87  
PERSONNEL SECTION  
ASD

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

Items 1-3 Self-explanatory.

Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any CE is rated Unacceptable, the summary rating must be Unacceptable.). For annual conversions, simply copy the summary rating from the prior special.

Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.

Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.

Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.

Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official is to document this fact in the space allowed for this item.

Item 11 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

John P. O'Neill

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar  
Crimes Section4. Critical Element # 1 as listed on the Plan.

4a. Descriptor:

Program/Resource Management

5. Rating Level: Exceptional

With little administrative and policy supervision, SSA O'Neill has consistently addressed coordination and oversight issues in the area of Public Corruption investigations for twelve field divisions. He has been particularly effective in encouraging the establishment of viable programs within those offices in which initiatives are less than satisfactory. He has exhibited an extraordinary ability to accurately assess and provide a timely response to field requests for FBIHQ authorized sensitive techniques in corruption matters. As the unit member responsible for the public corruption training program, SSA O'Neill has formulated and implemented a comprehensive, meaningful, series of in-services which will clearly significantly enhance program objectives. For the past few months SSA O'Neill has been directly responsible for the handling of FBIHQ response to numerous requests by the Congressional Committee tasked with obtaining facts to seek the impeachment of a sitting Federal judge. He has more than effectively addressed the sensitive issues involved with appropriate consideration for policy and procedure.

JOV  
6. Initials of Employee10/20/87  
Date

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

John P. O'Neill

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar  
Crimes Section

4. Critical Element # 2 as listed on the Plan.

4a. Descriptor:

Supervision of Subordinates

5. Rating Level:

Superior

With diligence, SSA O'Neill observes, evaluates, and corrects activities of support personnel on a regular basis. He makes a concerted effort to provide on-the-job training to enhance individual effectiveness. Through personal involvement he recognizes desirable trends and provides timely advice and/or assistance to improve efficiency and morale.

PO  
6. Initials of Employee

10-20-87  
Date

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

John P. O'Neill

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar  
Crimes Section

4. Critical Element # 3 as listed on the Plan.

4a. Descriptor:

Communication Skills

5. Rating Level: Superior

SSA O'Neill independently, and on his own initiative prepares written and oral communications which are clear, accurate, and comprehensive involving extremely sensitive Public Corruption cases. He displays a consistent ability to sort through a divergence of facts to extract the issues which allow superiors to formulate appropriate courses of action. He consistently prepares formal presentations which demonstrate his prior preparation and personal expertise. He recently prepared an extensive presentation for use in Budget preparations which was of superior quality.

JOB  
6. Initials of Employee

10/20/87  
Date

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

John P. O'Neill

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar  
Crimes Section

4. Critical Element # 4 as listed on the Plan.

4a. Descriptor:

Liaison

5. Rating Level: Superior

SSA O'Neill has exhibited unique diligence in establishing and maintaining lines of communication with congressional committee representatives handling impeachment proceedings of a sitting Federal judge. He has insured that this liaison in an extremely sensitive area has been productive in terms of meeting Bureau standards of policy and procedure while allowing the attainment of outside objectives. He exhibits a high degree of credibility that has enhanced the quick and positive resolution of sensitive issues while presenting Bureau policy accurately and persuasively. As the national coordinator for election law matters, SSA O'Neill has improved and broadened existing lines of communication with the Department of Justice.

MD  
6. Initials of Employee

10-20-87  
Date



# Memorandum



Exec AD Adm. \_\_\_\_\_  
Exec AD Inv. \_\_\_\_\_  
Exec AD LES \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Off. Cong. &  
Public Affs. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

605-88

To : Mr. Clarke *pkh*

Date 1/15/88

From :

Subject :

JOHN P. O'NEILL, GM-14, 147-42-1004

## RECOMMENDATION FOR INCENTIVE AWARDS

**PURPOSE:** To recommend the above captioned SSAs of the White-Collar Crimes Section (WCCS) for letters of commendation from the Director, and cash incentive awards for their participation in the WCCS review of the White Collar Crime Program (WCCP) in the Los Angeles Division.

**RECOMMENDATIONS:** 1. That all of the above captioned SSAs receive individual letters of commendation from the Director and regular cash incentive awards with the exception of SSA O'Neill.

APPROVED: *pkh*

Director _____	Adm. Servs. _____	Off. of Cong. & Public Affs. _____
Exec. AD-Adm. _____	Crim. Inv. _____	Off. of Lia. & Intl. Affs. _____
Exec. AD-Inv. _____	Ident. _____	Rec. Mgnt. _____
Exec. AD-LES _____	Inspection _____	Tech. Servs. _____
	Intell. _____	Training _____
	Laboratory _____	
	Legal Coun. _____	

2. That SSA O'Neill receive an individual letter of commendation from the Director and a substantial cash incentive award.

APPROVED: *pkh*

Director _____	Adm. Servs. _____	Off. of Cong. & Public Affs. _____
Exec. AD-Adm. _____	Crim. Inv. _____	Off. of Lia. & Intl. Affs. _____
Exec. AD-Inv. _____	Ident. _____	Rec. Mgnt. _____
Exec. AD-LES _____	Inspection _____	Tech. Servs. _____
	Intell. _____	Training _____
	Laboratory _____	
	Legal Coun. _____	

- 1 - Mr. Sharp
- 1 - Mr. Clarke

- 1 -
- 1 -
- 1 -
- 1 -
- 1 -
- 1 -
- 1 -

Mr. Dorch

AA:vf (8)

REC-1301

SEE WCCS ADDENDUM PAGE 4

ASD addendum page 5.  
(CONTINUED-OVER)

3 FEB 23 1988  
116

Memorandum from [ ] to Mr. Clarke  
RE: Recommendation for Incentive Awards

b6  
b7C

DETAILS: On 7/6/87, after reviewing the results of the inspection of the Los Angeles Division, then Acting Director John E. Otto requested a review of the Los Angeles Division's WCCP.

The Inspection of the Los Angeles Division in 5/87 found all four WCC squads ineffective and inefficient due to poor administrative controls, untimely reporting, failure to prioritize case assignments, and other deficiencies. The review scope made representation from each of the subprograms of the WCCS necessary to this review.

It was necessary to limit the time available for this review by the WCCS SSAs to one week because of the severe drain on the WCC SSA resources (approximately one-third of the WCCS resources) and the existing heavy WCCS workload.

The review conducted by captioned SSAs took place between 11/2 and 11/6/87. To insure that a full work-week was available for this review, the WCCS supervisors, with the exception of one who was testifying during the first day of the review, traveled on the weekends to arrive and leave Los Angeles. Prior to the travel, and in addition to their existing full section workload, these SSAs reviewed Los Angeles' investigative matters available at FBIHQ, FOIMS, resource management airtels, unit folders, administrative reports, Inspection results, and other data to become familiar with the WCCP of the Los Angeles Division.

These supervisors were experienced in all aspects of the WCCP at FBIHQ through their supervisory responsibilities of individual offices. All had WCC investigative experience prior to their assignment at FBIHQ and four had field supervisory experience prior to assignment in the WCCS. However, none of these supervisors had Inspection Staff training or experience.

Because of the necessarily short time available to conduct this review, a great deal of reliance had to be placed on each supervisor's overall investigative and supervisory experience, as well as his judgment to reach a fair and accurate evaluation of the Los Angeles WCCP. During the course of this one-week review, all pending WCC cases in Los Angeles were reviewed (approximately 1,000 cases) to determine if these cases fit stated priorities and were being conducted efficiently and effectively. Interviews were conducted of all WCC supervisory personnel, all SRAs and 89 SAs identified by the Los Angeles Division as being assigned to WCC matters. In order to accomplish this review, it was necessary for these WCCS supervisors to work 12 and 14 hour days to accumulate the basis for their conclusions and the overall report which has been reviewed at the highest levels and been submitted to the Director and to Los Angeles.

Memorandum from [ ] to Mr. Clarke  
RE: Recommendation for Incentive Awards

b6  
b7C

In addition to his participation in the above-described review, upon return to FBIHQ, SSA O'Neill was charged with correlating the information obtained from each supervisor and placing it in a suitable report format to set forth the conclusions of the WCCS as well as the rationale for those conclusions. SSA O'Neill did this in addition to his full section workload. In order to provide the document on a timely basis, he worked both evenings and weekends.

It is apparent that these supervisors in the WCCS accomplished this task in addition to their other assigned duties, using great personal initiative, and overcoming the difficult obstacles of a short time frame for the review and an enormous amount of information to gather, review, and assimilate.

The efforts of these supervisors were commended by the Assistant Director of the Inspection Division after his review of the report.

Executive Assistant Director John E. Otto also commended the efforts of those responsible for this report with a personal commendation for SSA O'Neill.

Therefore, it is recommended that all of the above-captioned SSAs receive individual letters of commendation from the Director and regular cash incentive awards with the exception of SSA O'Neill. SSA O'Neill should receive an individual letter of commendation from the Director and a substantial cash incentive award.

It should be noted that SSAs [ ] have been transferred from the WCCS since this review was conducted. SSA [ ] is currently a field supervisor in Kansas City and SSA [ ] is a field supervisor in Milwaukee.

MEMORANDUM FROM [REDACTED] TO MR. CLARKE DATED 1/15/88

RE: [REDACTED]

JOHN P. O'NEILL, [REDACTED]

[REDACTED] RECOMMENDATION FOR INCENTIVE  
AWARDSADDENDUM: WHITE-COLLAR CRIMES SECTION (WCCS) TCD:hsc 1/20/88 <sup>for</sup>

The purpose of this addendum is to recommend that [REDACTED], Unit Chief, Financial Crimes Unit, WCCS, be granted a letter of commendation from the Director, and a substantial cash incentive award for his leadership role in supervising the Los Angeles, White Collar Crime Program (WCCP) review.

SSA [REDACTED] was designated to coordinate the Los Angeles review. He was responsible for devising review methodology and implementing the plan. He engaged in an extensive study to become fully knowledgeable regarding the Los Angeles WCCP as well as the inspection findings. Following a thorough assessment he established a plan to achieve optimum results in a highly compressed time frame. This was done while he continued to address his existing heavy financial crimes workload.

After the plan was established, he selected WCCS personnel to assist in implementation. His clear direction and valuable guidance fully prepared the seven WCCS supervisors. None of the available personnel had had inspection training or experience. Therefore, each was trained and groomed for the arduous task of reaching a fair and accurate evaluation of a major field program.

SSA [REDACTED] led the on-site review at Los Angeles during the period 11/2 - 6/87. During that week, approximately 1,000 cases were evaluated and over 90 personnel were interviewed. SSA [REDACTED] provided the guidance to correlate the information obtained into a meaningful report format both oral and written. He remained in Los Angeles the weekend following the review to analyze the results. He then met with and briefed the WCCS Chief who traveled to Los Angeles in anticipation of providing oral results to the SAC.

Upon return to FBIHQ, SSA [REDACTED] provided guidance and helped fine tune the written report for FBI management. The product was extraordinary.

It is clear that the initiatives taken by him and the personal sacrifices made to overcome complex obstacles in an abbreviated time frame warrant a commendation from the Director and a substantial cash incentive award.

- 4 -

APPROVED:

Director \_\_\_\_\_

Exec. AD-Adm. \_\_\_\_\_

Exec. AD-Inv. \_\_\_\_\_

Exec. AD-LES \_\_\_\_\_

Adm. Servs. \_\_\_\_\_

Crim. Inv. \_\_\_\_\_

Ident. \_\_\_\_\_

Inspection \_\_\_\_\_

Intell. \_\_\_\_\_

Laboratory \_\_\_\_\_

Legal Coun. \_\_\_\_\_

Off. of Cong. &amp; Public Affs. \_\_\_\_\_

Off. of Lia. &amp; Intl. Affs. \_\_\_\_\_

Rec. Mgmt. \_\_\_\_\_

Tech. Servs. \_\_\_\_\_

Training \_\_\_\_\_

Memorandum [redacted] to Mr. Clarke 1-15-87  
Addendum from White-Collar Crimes Section 1-20-88  
Re: RECOMMENDATION FOR INCENTIVE AWARDS

ADDENDUM: ADMINISTRATIVE SERVICES DIVISION (ASD) GW 1-25-88

ASD has carefully reviewed the recommendations from [redacted] that recognition should be granted to those individuals who participated in a review of the Los Angeles Division's White Collar Crimes Program as noted below. Personnel files and stop list reviewed and nothing noted to preclude recommended recognition.

RECOMMENDATIONS:

(1) / That SSAs [redacted]

[redacted] be granted cash awards of \$500.00 each.

APPROVED:

Adm. Servs. \_\_\_\_\_ Off. of Cong. & Public Affs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_ Off. of Lia. & Intl. Affs. \_\_\_\_\_  
Ident. \_\_\_\_\_ Rec. Mgmt. \_\_\_\_\_  
Director \_\_\_\_\_ Inspection \_\_\_\_\_ Tech. Servs. \_\_\_\_\_  
Exec. AD-Adm. \_\_\_\_\_ Intell. \_\_\_\_\_ Training \_\_\_\_\_  
Exec. AD-Inv. \_\_\_\_\_ Laboratory \_\_\_\_\_  
Exec. AD-LES \_\_\_\_\_ Legal Coun. \_\_\_\_\_

(2) That SSA John P. O'Neill and Unit Chief [redacted]  
[redacted] be granted cash awards of \$750.00 each.

APPROVED:

Adm. Servs. \_\_\_\_\_ Off. of Cong. & Public Affs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_ Off. of Lia. & Intl. Affs. \_\_\_\_\_  
Ident. \_\_\_\_\_ Rec. Mgmt. \_\_\_\_\_  
Director \_\_\_\_\_ Inspection \_\_\_\_\_ Tech. Servs. \_\_\_\_\_  
Exec. AD-Adm. \_\_\_\_\_ Intell. \_\_\_\_\_ Training \_\_\_\_\_  
Exec. AD-Inv. \_\_\_\_\_ Laboratory \_\_\_\_\_  
Exec. AD-LES \_\_\_\_\_ Legal Coun. \_\_\_\_\_


*Letter prep. & dated  
2-10-88 vnc  
Sent 2/10/88 vnc*



## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>				2. SSN <b>147-42-1004</b>		3. Position Sensitivity (Opt)		4. Date of Birth <b>02-06-52</b>	
5. Veteran Preference <b>1</b> 1—None 2—5 Pl. 3—10 Pl. Disab. 4—10 Pl. Comp. 5—10 Pl. Other 6—10 Pl./30% Comp.				6. Serv. Comp. Date (Leave) <b>06-22-70</b>		7. Tenure <b>1</b>		8. Retirement <b>6</b>	
9. FEGLI <b>D BASIC PLUS STANDARD</b>				10. FLSA <b>E</b> E—Exempt N—Nonexempt		11. Sex <b>M</b>		12. Citizenship <b>1</b> 1—US 8—Other	
14. Effective Date <b>01-03-88</b>		15. Annuitant Indicator <b>1</b> 1—Reempl Ann-CS 2—RETO 3—RETM 4—RETO & CS 5—RETM & CS 9—Not Applicable		16. Work Schedule <b>F</b> F—Full-time P—Part-time I—Intermittent G—FT Seasonal Q—PT Seasonal J—INT Seasonal H—FT On Call R—PT ON Call		17. (Reserved for OPM Use)			
18-A. NOAC <b>994</b>		18-B. Nature of Action <b>ADM PAY INC</b>		19-A. NOAC		19-B. Nature of Action			
18-C. Auth Code		18-D. Authority		19-C. Auth Code		19-D. Authority			
18-E. Auth Code		18-F. Authority		19-E. Auth Code		19-F. Authority <b>EXCEPTED BY LAW</b>			
20. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-713 160</b>				27. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-713 160</b>					
21. Name and Location of Employing Office				28. Name and Location of Employing Office <b>CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D.C.</b>					
22. Pay Plan & Occupational Code <b>GM 1811</b>		23. Grade or Level <b>14</b>		24. Step or Rate <b>00</b>		25. Salary <b>\$51101</b>		26. Pay Basis <b>PA</b>	
29. Pay Plan & Occupational Code <b>GM 1811</b>		30. Grade or Level <b>14</b>		31. Step or Rate <b>00</b>		32. Salary <b>\$52126</b>		33. Pay Basis <b>PA</b>	
34. Duty Station				35. Position Occupied <b>2</b> 1—Competitive 2—Excepted 3—SES General 4—SES Career Reserved		36. Appropriation Code (Optional)			

37. Remarks:  
**PAY ADJUSTMENT PURSUANT TO EXECUTIVE ORDER 12622 SIGNED 12-31-87.**

38. Approval				39. FPMIS Data									
A. Title of Approving Official <b>DIRECTOR</b>		B. Date <b>01-03-88</b>		A. Supv. or Nonsupv. Ind.		B. VEV IND		C. PRD		D. Barg. Unit Status		E. Functional Class	
C. Signature/Authentication of Approving Official 				F. Educational Level		G. Year, Degree Attained		H. Academic Discipline		I. Agency Code			
				J. Location Code		K. SON							
40. Employing Department or Agency <b>BUREAU OF INVESTIGATION</b>				N.		O.		P.		Q.			



<b>REQUEST, AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING</b>				A. Agency, code agency submit and submitting office number (Example—XX-XX-XXXX) <b>01</b>		<b>OFFICE USE ONLY</b> <div style="font-size: 2em; font-weight: bold;">11433</div>	
<b>15-02-0001</b>				C. Request status (Mark (X) one) <b>02</b>		<input checked="" type="checkbox"/> Initial or Resubmission <input type="checkbox"/> Correction or Cancellation	

**Section A—TRAINEE INFORMATION**

1. Applicant's name (Last-First-Middle Initial) <b>O'Neill, John P.</b>		Enter first 5 letters of last name <b>O'Neil</b>	2. Social Security Number <b>147-42-1004</b>	3. Date of birth (Year and month) <b>52/02</b>
4. Home address (Number, street, city, State, ZIP code) <b>9 Bantry Court Baltimore, MD 21237</b>		5. Home telephone Area code Number <b>301 686-6739</b>		6. Position level (Mark (X) one only) <input type="checkbox"/> a. Non-supervisory <input checked="" type="checkbox"/> b. Supervisory <input type="checkbox"/> c. Manager <input type="checkbox"/> d. Executive
7. Organization mailing address (Branch-Division / Office / Bureau / Agency) <b>Federal Bureau of Investigation Washington, D.C. 20535</b>		8. Office telephone Area code Number Extension <b>202 324-5701</b>		9. Continuous civilian service Years Months <b>17 4</b>
11a. Position title / function <b>Supervisory Special Agent</b>	11b. Applicant handicapped or disabled (See instructions)	12. Pay plan / series / grade / step <b>GM-14</b>	13. Type of appointment <b>C.</b>	
14. Education Level <b>MSFS</b>				

**Section B—TRAINING COURSE DATA**

15a. Name and mailing address of training vendor (No., street, city, State, ZIP code) <b>Smithsonian Institute 1100 Jefferson Drive, S.W. Washington, D.C. 20560</b>				15b. Location of training site (If same, mark box) <input checked="" type="checkbox"/>																											
16. Course title and training objectives (Benefits to be derived by the Government) <b>Course entitled, "Professional Ethics and America's Crisis of Conscience," is an all-day seminar which examines Ethics in Politics and violations of the public trust. Course would benefit the Public Corruption Unit, FBI.</b>																															
17. Course number <b>439-504</b>		18. Training dates <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th>Year</th> <th>Month</th> <th>Day</th> </tr> <tr> <td>87</td> <td>12</td> <td>05</td> </tr> </table>		Year	Month	Day	87	12	05	19. Non-duty hours (If any) <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th>a. During duty</th> <th>b. Non-duty</th> <th>c. TOTAL</th> </tr> <tr> <td>None</td> <td>8 hours</td> <td>8 hours</td> </tr> </table>		a. During duty	b. Non-duty	c. TOTAL	None	8 hours	8 hours	20. FBI codes (See instructions) <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th>Code</th> <th>Code</th> <th>Code</th> <th>Code</th> </tr> <tr> <td>4</td> <td>08</td> <td>4</td> <td>10</td> </tr> <tr> <td>2</td> <td>09</td> <td>2</td> <td>11</td> </tr> </table>		Code	Code	Code	Code	4	08	4	10	2	09	2	11
Year	Month	Day																													
87	12	05																													
a. During duty	b. Non-duty	c. TOTAL																													
None	8 hours	8 hours																													
Code	Code	Code	Code																												
4	08	4	10																												
2	09	2	11																												

**Section C—ESTIMATED COSTS AND BILLING INFORMATION**

21. Direct costs and appropriation / fund chargeable			<b>1580200</b>
Item	Amount	Appropriation / fund	
	Dollars Cents		
a. Tuition	\$		<b>1580200</b>
b. Books or materials	None		
c. Other (Specify)	None		
d. (Enter 4 digits in dollar column) TOTAL	\$		
22. Indirect costs and appropriation / fund chargeable			<b>1580200</b>
Item	Amount	Appropriation / fund	
	Dollars Cents		
a. Travel	\$		
b. Per diem	None		<b>120 miles R/T at [ ] per mile</b>
c. Other (Specify)	None		
d. (Enter 4 digits in dollar column) TOTAL	\$		
23. Document / Purchase Order / Requisition No.			
24. 8-Digit station symbol (Example—12-34-5678) <b>15-02-0001</b>			

**Section D—APPROVALS**

26a. Immediate supervisor—Name and title <b>Chief, Public Corruption Unit</b>		Area code / Tel. No. / Extension <b>202-324-5690</b>	
Timothy C. Dorch Assistant Section Chief White Collar Crimes Section		Date <b>11/16/87</b>	
Timothy C. Dorch Signature		Date <b>11/17/87</b>	
28a. Training officer—Name and title <b>Training Officer</b>		Area code / Tel. No. / Extension <b>202-324-2722</b>	

**Section E—APPROVAL / CONCURRENCE**

29a. Authorizing official—Name and title <b>Floyd I. Clarke Assistant Director</b>		Area code / Tel. No. / Extension <b>202-324-4260</b>	
b. Signature <b>Floyd I. Clarke</b>		Date <b>11/17/87</b>	

**Section F—CERTIFICATION OF TRAINING COMPLETION**

30a. Certifying official—Name and title b. Signature		Area code / Tel. No. / Extension Date <b>3 DA</b>	
---	--	---	--

**Section G—BILLING INSTRUCTIONS**

25. BILLING INSTRUCTIONS—(Furnish Invoice to):  
**Federal Bureau of Investigation  
Assistant Director - ASD  
10th and Pennsylvania Ave., N.W.  
Washington, D.C. 20535**

**TRAINING FACILITY** ▶ Bills should be sent to office indicated in item 25. • Please refer to number given in item 23 to assure prompt payment.

Copy 1—AGENCY (TRAINING / PERSONNEL FOLDER)  
NSN-7540-01-008-3901 Previous edition usable

182-106

Standard Form 182 (Rev. 12/79) (10-Part)  
U.S. Office of Personnel Management FPM Chapter 410

**NOTE:** This agreement must be signed by the nominee for all non-government training that exceeds 80 hours (or such other designated period, 80 hours or less, as prescribed by the agency) and for which the Government approves payment of training costs prior to the commencement of such training. Nothing contained in Section G below shall be construed as limiting the authority of an agency to waive, in whole or in part, an obligation of an employee to pay expenses incurred by the Government in connection with the training.

### Section G—EMPLOYEE'S AGREEMENT TO CONTINUE IN SERVICE

1. I AGREE that, upon completion of the Government-sponsored training described in this request, if I receive salary covering the training period, I will serve in the agency three times the length of the training period. If I receive no salary during the training period, I agree to serve the agency for a period equal to the length of training, but in no case less than one month. (The length of part-time training is the number of hours spent in class or with the instructor. The length of full-time training is eight hours for each day of training, up to a maximum of 40 hours a week). NOTE: For the purposes of this agreement, the term "agency" refers to the employing organization (such as an Executive Department or independent establishment), not to a segment of such an organization.
2. If I voluntarily leave the agency before completing the period of service agreed to in item 1 above, I AGREE to reimburse the agency for the tuition and related fees, travel and other special expenses (EXCLUDING SALARY) paid in connection with my training. These amounts are reflected in items 21 and 22.
3. I FURTHER AGREE that, if I voluntarily leave the agency to enter the service of another Federal agency or other organization in any branch of the Government before completing the period of service agreed to in item 1 above, I will give my organization written notice of at least ten work days, during which time a determination concerning reimbursement will be made. If I fail to give this advance notice, I AGREE to pay the amount of additional expenses (5 U.S.C. 4109(a)(2)) incurred by the Government in this training.
4. I understand that any amounts which may be due the agency as a result of any failure on my part to meet the terms of this agreement may be withheld from any monies owed me by the Government, or may be recovered by such other methods as are approved by law.
5. I FURTHER AGREE to obtain approval from my organization training officer and that person responsible for authorizing non-government training requests of any proposed change in my approved training program involving course and schedule changes, withdrawals or incompletions, and increased costs.
6. I acknowledge that this agreement does not in any way commit the Government to continue my employment. I understand that, if there is a transfer of my service obligation to another Federal agency or other organization in any branch of the Government, the agreements in items 1, 2, and 3 of this section will remain in effect until I have completed my obligated service with that other agency or organization.

31. Period of obligated service

(For non-government training only) \_\_\_\_\_

32. Employee's signature

*J. P. O'Neill*

Date

12-2-87

RE: APPROVAL OF TRAINING REQUEST(S) FOR

1) O'Neill, John P., 2) \_\_\_\_\_

- ☒ WHITE copy/copies #1 of OF-170/SF182 attached.  
☐ YELLOW copy/copies of OF-170/SF 182 attached.

\* THE APPROVAL OF THIS/THESE REQUEST(S) HAS INDICATED YOUR CONCURRENCE WITH CHARGING ANY PER DIEM OR TRAVEL EXPENSES INVOLVED AGAINST YOUR DIVISION'S TRAVEL BUDGET.

(X) Notify employee(s) of approval of training and advise that dual reimbursement of expenses for this training from VA, LEEP, or other sources is prohibited AUO or overtime pay cannot be claimed for any training in non-duty hours; and Training Officer listed being must be advised of any proposed changes in this training to include costs, dates, cancellations, withdrawals.

☒ Have employee(s) sign item #32 on reverse side of Copy #1 and forward to PERSONNEL RECORDS, Telefift 135

☐ Have employee(s) submit attached yellow copies (3, 4, & 5) to vendor (item #15) for direct billing of FBIHQ for costs in item #21 or else pay costs and submit voucher with receipts.

☐ Employee(s) may keep attached #6 copy of Approval/cancellation/correction.

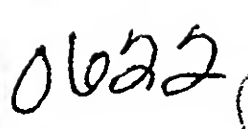
☐ In the future, please utilize the OF-170/SF-182 10 part form. The 5- part form is used only in those instances where there is no cost involved.

☐ Employee(s) should complete the attached #9 copy upon the completion of approved courses and return it to the attention of the Training Officer, Room 1028.

NOTE: ALL TRAINING REQUESTS MUST BE RECEIVED AT LEAST ONE MONTH PRIOR TO THE START OF ANY TRAINING COURSE. GETA REGULATIONS STIPULATES THAT APPROVAL MUST BE RECEIVED BEFORE AN EMPLOYEE MAY PARTICIPATE IN ANY TRAINING VENTURE.

Thank you,  
Training Office

*788*



## FEDERAL EMPLOYEES HEALTH BENEFITS (M)

**FOR USE BY EMPLOYEES ONLY**

*(Read Instructions on Back of Copy 5)*

Form Approved:  
OMB No. 3206-0160

**TIME LIMIT FOR ENROLLMENT—**  
31 days or time limit shown on back  
of copy 1.

*Use typewriter or print with ball-point pen, bearing down to make legible copies.*

**IMPORTANT**—It is illegal for an employee or a family member to be covered under more than one FEHB enrollment. If you are already covered through the family enrollment of another Federal or District of Columbia employee or annuitant, you must register not to enroll or the other enrollment must be cancelled or changed to Self Only. Similarly, if a family member listed by you in Part B is covered through his or her own enrollment, you cannot elect a family enrollment unless the family member cancels his or her enrollment.

<b>PART F</b> To be completed by agency.	1. Name and Address (including Zip Code) of Employing Office  <p style="text-align: center;"> <b>FEDERAL BUREAU OF INVESTIGATION</b>  <b>UNITED STATES DEPARTMENT OF JUSTICE</b>  <b>WASHINGTON, D.C. 20535</b> </p>	2. Date Received in Employing Office <p style="text-align: center;">12-11-87 Jc</p>	3. Effective Date of Election <p style="text-align: center;">1-3-88</p>
		4. Effective Date of Termination of Enrollment Shown in Part C <p style="text-align: center;">1-2-88</p>	5. SF 2811 Report No. <p style="text-align: center;">85-11-JB2</p> <p style="text-align: center;">88-78-442</p>
		Payroll Office No. <p style="text-align: center;">15-02-0001</p>	8. Agency Location Code (if different from item 7)

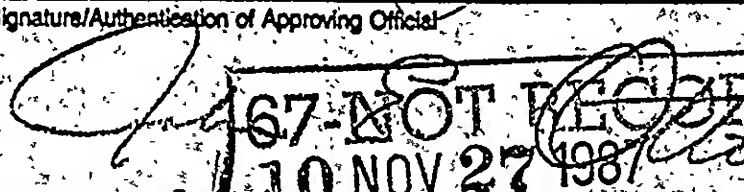
REMARKS RECORDED  
Use only by  
agency  
1988 4 1988 177 3/01



## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>INFELI JOHN P MR</b>				2. SSN <b>147-42-1004</b>		3. Position Sensitivity (Opt)		4. Date of Birth <b>02-06-52</b>	
5. Veteran Preference <b>1</b> 1—None 3—10 Pt. Disab. 5—10 Pt. Other 2—5 Pt. 4—10 Pt. Comp. 6—10 Pt./30% Comp.				6. Serv. Comp. Date (Leave) <b>06-22-70</b>		7. Tenure <b>1</b>		8. Retirement <b>5</b>	
9. FEGLI <b>D BASIC PLUS STANDARD</b>				10. FLSA <b>F</b> E—Exempt N—Nonexempt		11. Sex <b>M</b>		12. Citizenship <b>1</b> 1—US 8—Other	
14. Effective Date <b>10-11-87</b>		15. Annuitant Indicator <b>1</b> 1—Reempl Ann-CS 3—RETM 5—RETM & CS 2—RETO 4—RETO & CS 9—Not Applicable		16. Work Schedule <b>F</b> F—Full-time G—FT Seasonal P—Part-time Q—PT Seasonal		J—INT Seasonal H—FT On Call R—PT ON Call		17. (Reserved for OPM Use)	
18-A. NOAC <b>891</b>		18-B. Nature of Action <b>MERIT INC</b>		19-A. NOAC		19-B. Nature of Action			
18-C. Auth Code		18-D. Authority		19-C. Auth Code		19-D. Authority			
18-E. Auth Code		18-F. Authority		19-E. Auth Code		19-F. Authority <b>EXCEPTED BY LAW</b>			
20. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>				27. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>					
21. Name and Location of Employing Office				28. Name and Location of Employing Office <b>CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D.C.</b>					
22. Pay Plan & Occupational Code <b>GM 1811</b>		23. Grade or Level <b>14</b>		24. Step or Rate <b>00</b>		25. Salary <b>\$50338</b>		26. Pay Basis <b>PA</b>	
29. Pay Plan & Occupational Code <b>GM 1811</b>		30. Grade or Level <b>14</b>		31. Step or Rate <b>00</b>		32. Salary <b>\$51101</b>		33. Pay Basis <b>PA</b>	
34. Duty Station				35. Position Occupied <b>2</b> 1—Competitive 3—SES General 2—Excepted 4—SES Career Reserved		36. Appropriation Code (Optional)			

37. Remarks  
**SALARY INCLUDES A MERIT INCREASE OF \$765.00 BASED UPON YOUR ANNUAL RATING OF SUPERIOR, AND YOUR SALARY'S LOCATION IN THE UPPER TWO-THIRDS OF THE RATE RANGE OF YOUR GRADE.**

38. Approval				39. FPMIS Data									
A. Title of Approving Official <b>DIRECTOR</b>		B. Date <b>10-11-87</b>		A. Supv. or Nonsupv. Ind.		B. VEV IND		C. PRD		D. Barg. Unit Status		E. Functional Class	
C. Signature/Authentication of Approving Official 				F. Educational Level		G. Year Degree Attained		H. Academic Discipline		I. Agency Code		J. Location Code	
<b>67-NOT RECORDED 10 NOV 27 1987</b>				K. SON		L. SON		M. SON		N. SON		O. SON	
				P. SON		Q. SON		R. SON		S. SON		T. SON	
40. Employing Department <b>FEDERAL BUREAU OF INVESTIGATION</b>				41. Personnel Folder Copy				42. Previous Edition Usable NSN 7540-01-110-4907					

# Memorandum



Exec AD Adm. \_\_\_\_\_  
Exec AD Inv. \_\_\_\_\_  
Exec AD LES \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Off. Cong. &  
Public Affs. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

To : [Redacted]  
(Attn: [Redacted])

Date 5/18/87

From : F. I. Clarke *FLC*

Subject : PAGERS FOR  
[Redacted]  
JOHN P. O'NEILL  
[Redacted]

SUPERVISORY SPECIAL AGENTS (SSAs)  
ASSIGNED TO PUBLIC CORRUPTION UNIT

b6  
b7C

PURPOSE: To request that pagers be issued to SSAs [Redacted]  
[Redacted] John P. O'Neill and William C. Megary, Public Corruption  
Unit.

RECOMMENDATION: That pagers be issued to SSAs [Redacted]  
John P. O'Neill and William C. Megary.

*W*  
*A*  
APPROVED: Adm. Servs. *act* Laboratory \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_ Legal Coun. \_\_\_\_\_  
Director \_\_\_\_\_ Off. of Cong. & Public Affs. \_\_\_\_\_  
Exec. AD-Adm. \_\_\_\_\_ Ident. \_\_\_\_\_ Rec. Mgnt. \_\_\_\_\_  
Exec. AD-Inv. \_\_\_\_\_ Inspection \_\_\_\_\_ Tech. Servs. \_\_\_\_\_  
Exec. AD-LES \_\_\_\_\_ Intell. \_\_\_\_\_ Training \_\_\_\_\_  
REC-137

75-1510-38  
10-15

DETAILS: SSAs [Redacted] John P. O'Neill and William C. Megary in their positions will be handling sensitive public corruption and Ethics in Government Act Matters. It is necessary that they are able to be reached when needed, and pagers must therefore be issued to them.

The Technical Services Division should contact [Redacted]  
[Redacted] Public Corruption Unit, extension 5690 when  
the pagers are ready to be issued.

1 - [Redacted]  
1 - Mr. Clarke  
1 - [Redacted]  
1 - Mr. Dorch  
1 - [Redacted]

1 - [Redacted]  
1 - Mr. O'Neill  
1 - Mr. Megary  
1 - [Redacted]  
1 - [Redacted]

MAS:mas (11)

1 COPY DETACHED  
OPERATIONS MGMT SECTION

5-20-87

Assigned

201719 to O'Neill

202252 to [Redacted]

211232 to Megary *SL*

8/CDE / KKK / ye

5/18/87

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - NOTICE PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Position Title and Grade Supervisory Special Agent GM-14	4. Office of Assignment 0622

This Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

5. <u>Timothy C. Doherty</u> b6 b7C	<u>4/16/87</u> Date
6. <u>[Redacted]</u> al	<u>4/17/87</u> Date

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a merit increase, performance award, promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that Unacceptable performance on any element may be the basis for my reassignment, reduction in grade, or removal.

7. <u>John P. O'Neill</u> Signature of Employee	<u>4/16/87</u> Date
--	------------------------

PLAN MODIFICATION

The attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

8. _____ Signature of Rating Official	_____ Date
9. _____ Signature of Reviewing Official	_____ Date

I have been advised of this modification to my Plan and am aware that the consequences of my performance as specified above continue to apply.

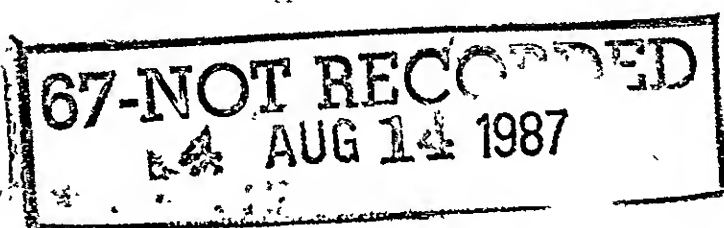
10. _____ Signature of Employee	_____ Date
------------------------------------	---------------

DO NOT REMOVE  
 FROM FILE UNLESS  
 REPLACED WITH A  
 XEROX COPY

PRAU USE ONLY

Logged: JK Reviewed: JK Entered: \_\_\_\_\_

THREE



68  
8/15/87



Reviewed by PRAU

6/12/87

1-40M

(Initials)

(Initials)

## INSTRUCTIONS FOR PREPARING THE NOTICE PAGE

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. **Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process.** A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to the FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

Items 8-10 are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. **Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.**

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM-14

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Critical Element # 1:

**PROGRAM/RESOURCE MANAGEMENT:** Manages assigned program(s) or program functions utilizing available resources. Develops and/or maintains systems of internal accounting and control to monitor efficiency of operations and to prevent or minimize potential losses from fraud, waste or abuse.

4. (a)      Initial Assignment; (b)      Adjustment; (c)      Addition; (d)      Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

Requires general administrative and policy supervision to manage assigned program(s) or functions in accordance with FBI and Department of Justice policies, guidelines and procedures. Objectives are determined through analysis of obvious factors and relevant precedent. Control is occasionally hampered by use of nonspecific, uncertain, or inflexible milestones. Allocates resources according to current availability and in compliance with established priorities; accommodates fluctuations in availability of resources to minimize disruption of operations. Achieves objectives at acceptable cost levels. Establishes and/or maintains control and accounting systems that are sufficient to assure compliance with pertinent regulation, policies and FBI and DOJ guidelines.

Fully Successful

Requires limited administrative and policy supervision to manage assigned program(s) or functions in accordance with FBI and DOJ policies, guidelines and procedures. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones. Assignment of responsibilities to subordinate personnel reflects their varying levels of experience and personal qualification, thereby ensuring the effective use of personnel resources. Frequently initiates actions to enhance the program(s) or functions. Establishes, maintains and regularly monitors effective systems of internal accounting and control that assure compliance with applicable regulations. Introduces viable modifications to established methods to improve control systems which are sufficient to enhance cost efficiency of operations and frequently results in reduction of specific program costs.

Superior

Requires minimal administrative and policy supervision to manage assigned program(s) or functions in accordance with FBI and DOJ policies, guidelines and procedures. Consistently anticipates potential variation/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration. Effectively assigns responsibility for various specific functions to subordinates, resulting in more efficient achievement of objectives. Continually initiates action to enhance the program(s) or functions. Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Appropriateness of control mechanisms assures compliance with requirements, resulting in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.

6. Initials of Employee

JPO

Date

4/16/87

THREE

FBI/DOJ

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM-14

1. Payroll Name of Employee  
 JOHN P. O'NEILL

2. Social Security Number  
 147-42-1004

3. Critical Element # 2: SUPERVISION OF SUBORDINATES: Assigns and reviews work of subordinates, evaluating and striving to develop ability of each to perform designated duties. Completes full range of personnel actions, including performance appraisals, recommendations for within-grade and quality step increases, promotions, reassignments, and the like. Maintains oversight of time and attendance and other related administrative records.

4. (a)      Initial Assignment; (b)      Adjustment; (c)      Addition; (d)      Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

Observes, evaluates and corrects activities of each subordinate on a regular basis, dependent upon workload and status of pending assignments. Formally reviews performance at specified times, providing positive and negative feedback as necessary. Considers grade levels and workload in making assignments and provides clear, adequate instructions regarding objectives, making sure each subordinate is properly employed. Maintains awareness of training needs/opportunities and provides on-the-job training. Recommends formal training on request and/or as required to meet specific needs.

Meets obligations of equal employment opportunity and affirmative actions as established by guidelines. Completes various required personnel actions in acceptable format, in accordance with government policy and regulation, and within established time constraints, and reviews such actions (CONTINUED ON ATTACHED)

Fully Successful

Observes, evaluates and corrects activities of each subordinate on a regular basis, recognizing and appropriately responding to circumstances requiring adjustments to normal schedule of review. When practical, makes work assignments that are reflective of subordinates' interests and potential, in addition to demonstrated ability. Reviews performance on a personal basis tailored to meet individual strengths and weaknesses. Makes conscientious effort to provide on-the-job training and recommend formal training opportunities for eligible employees when same may enhance individual effectiveness or promotional opportunities.

Effectively integrates various personnel actions affecting subordinates, thereby demonstrating awareness of continuing significance of basic principles of personnel management. Assures the propriety, accuracy and (CONTINUED ON ATTACHED)

Superior

Actively works with each subordinate, as appropriate, to assure that individual assignments and performance equate reasonably to the individual's abilities. Observes, evaluates and corrects activities of each subordinate on a continuing basis, and in accordance with standard procedures, employing effective methods of time management to ensure reasonable allocation of time to both operational and administrative assignments. Through personal involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.

Utilizes full range of personnel actions, including on-the-job and formal training, to acknowledge and improve skills and performance of subordinates. Consistently ensures the submission of personnel actions prior to deadlines, when feasible, and in accordance with both the basic (CONTINUED ON ATTACHED)

6. Initials of Employee JB

Date

THREE

Performance Plan  
Critical Element and Performance Standards Page (CONT'D)

Critical Element No. 2  
SUPERVISION OF SUBORDINATES

MINIMALLY ACCEPTABLE

completed by subordinates to assure acceptability. Keeps employees apprised of administrative and general interest matters. Oversight of records is adequate to ensure timely and accurate maintenance of same.

FULLY SUCCESSFUL

timeliness of personnel action submissions and administrative recordkeeping is completed personally or by subordinates. When feasible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses.

SUPERIOR

requirements and the intent of pertinent policy, including equal employment opportunity and affirmative action. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates.

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM-14

1. Payroll Name of Employee  
JOHN P. O'NEILL

2. Social Security Number  
147-42-1004

3. Critical Element # 3:

**COMMUNICATION SKILLS:** Prepare written communications and make oral presentations which convey ideas, facts, requests, recommendations, conclusions, procedures, estimates and projections based on available information in order to inform superiors, peers, subordinates and persons outside the FBI as required.

4. (a) ☐ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. PERFORMANCE STANDARDS

## Minimally Acceptable

With limited direction and guidance, prepares written and oral communications which are clear, accurate, sufficiently convey ideas, facts, etc., and are generally completed within deadlines. Sufficiently ensures that written and oral communications comprehensively address related issues which impact on the section. Written and oral communications regularly facilitate unit objectives and allow superiors, peers and subordinates to formulate appropriate courses of action. Formal presentations are organized and clearly given. Required research/preparation is adequate to ensure proper coverage of selected topic.

## Fully Successful

With general direction and guidance, prepares written and oral communications which are clear, accurate, effectively convey ideas, facts, etc., and are occasionally completed prior to deadlines. Generally ensures that written and oral communications comprehensively address related issues which impact on the unit. Written and oral communications frequently facilitate unit objectives and generally allow superiors, peers and subordinates to formulate appropriate courses of action. Formal presentations are well-organized and effectively executed, clearly indicating proper depth of preparation. Treatment of selected topics of information is frequently tailored to reflect background and stated interests of intended audience.

## Superior

Independently, and on own initiative, prepares written and oral communications which are clear, accurate, comprehensively conveys ideas, facts, etc., and are usually completed prior to established deadlines. Consistently ensures that written and oral communications comprehensively address related issues which impact on the unit. Written and oral communications continually facilitate unit objectives and consistently allow superiors, peers and subordinates to formulate appropriate courses of action. Consistent high quality of formal presentation enhances the Bureau's reputation as an authoritative source of useful information. Organization and execution of presentations demonstrate personal expertise.

6. Initials of Employee

Date

THREE



FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM-14

1. Payroll Name of Employee  
 JOHN P. O'NEILL

2. Social Security Number  
 147-42-1004

3. Critical Element # 4: LIAISON: As necessary to promote Bureau interests and accomplish assigned responsibilities, establishes and maintains liaison with other law enforcement and Government agencies, and the general public. Establishes, maintains and coordinates support for investigative operations through contacts with pertinent outside agencies. Liaison ranges from informal contacts with equivalent personnel in other organizations to the conduct/preparation of seminars, speeches and media releases.

4. (a) Initial Assignment; (b) Adjustment; (c) Addition; (d) Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

Establishes and maintains basic channels of communication to exchange work-related information on a timely basis. Contacts sufficiently enhance the attainment of unit objectives and assigned tasks. Presents Bureau policy accurately, maintaining a professional appearance and demeanor. Appropriately recognizes and responds to relative authority of those with whom contact is made and accordingly preserves a professional relationship. Generally anticipates those sensitive situations that are beyond personal capabilities to effectively handle and refers such to superiors.

Fully Successful

Strives to expand and improve traditional liaison contacts which generally enhance the attainment of unit objectives and assigned tasks. Presents Bureau policy accurately and persuasively, as evidenced by occasional enhancement of inter-agency channels of communication that expedite the timely exchange of necessary information. Consistently maintains a professional image that aids in establishing personal credibility and effectiveness. Generally handles those contacts who display reluctance or antagonism when dealing with the FBI adroitly; tactfully refers those unusual situations beyond personal scope to superiors.

Superior

Diligence in maintaining contact improves/broadens existing lines of communications and continually enhances the attainment of unit objectives/assigned tasks. Work in the area of liaison results in increased timeliness of obtaining data that could otherwise require lengthy negotiations. Persuasiveness in obtaining cooperation enhances likelihood of attainment of mutually beneficial objectives and thereby increases effective utilization of resources. In dealing with others, consistently demonstrates leadership skills which result in the establishment of a high degree of credibility that enhances the quick and positive resolution of sensitive issues.

JO  
 6. Initials of Employee

4/16/87  
 Date

THREE



TSP

FEDERAL RETIREMENT  
THRIFT SAVINGS PLAN

## ELECTION FORM FOR 1987

**Notice to Employee:** If you have previously completed a TSP Election Form and do not wish to change your prior election, you do not need to submit a new form.

Before completing this form, read the instructions on reverse.

Section A must be completed for all actions.

To elect enrollment, complete Section B.

To change the amount of deductions, complete Section B.

To waive enrollment or to terminate enrollment during an election period, complete Section C.

To terminate current enrollment, complete Section D. Do NOT take this action during an election period.

Forward completed form to employing office.

**SECTION A - IDENTIFICATION**

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SOCIAL SECURITY NO.
O'Neill	John	P.	Month: 2, Day: 6, Year: 52	147 42 1004

**SECTION B - ENROLLMENT ELECTION.** To elect enrollment or to change deductions, complete Block 4 or 5 and sign and date below. Election will not be valid without signature.

I ELECT TO CONTRIBUTE TO FUND G, Government Securities Investment Fund. I understand that 100 percent of my Thrift Savings Plan deduction and any government contributions made in my behalf will be invested in securities of the United States Government.

4. PERCENTAGE OF BASIC PAY PER PAY PERIOD	5. WHOLE DOLLAR AMOUNT PER PAY PERIOD
.00%	OR \$ .00

6. SIGNATURE	7. DATE

**SECTION C - ENROLLMENT WAIVER/TERMINATION.** To waive enrollment or to terminate enrollment during an election period, sign and date below.

I DO NOT WANT TO CONTRIBUTE to the Thrift Savings Plan. I understand that I may not enroll/reenroll until the next election period.

8. SIGNATURE	9. DATE
John P. O'Neill	4/27/87

**SECTION D - ENROLLMENT TERMINATION.** To terminate current enrollment, sign and date below.

**THIS OPTION MAY NOT BE USED DURING AN ELECTION PERIOD.**

I WANT TO TERMINATE payroll deductions for the Thrift Savings Plan. I understand that these deductions will stop at the end of the pay period in which my employing office receives this termination. I also understand that I will not be eligible for enrollment again until the second designated election period beginning after this termination is effective.

10. SIGNATURE	11. DATE

**FOR EMPLOYING OFFICE USE ONLY**

12. PAYROLL OFFICE NUMBER	13. EFFECTIVE DATE	14. SIGNATURE OF AUTHORIZED AGENCY OFFICIAL	15. DATE SIGNED
15020001	Month: 5, Day: 10, Year: 87		Month: 4, Day: 30, Year: 87

Federal Bureau of Investigation

**PRIVACY ACT STATEMENT**

Title 5, U.S. Code, Chapter 84, Federal Employees' Retirement System, Subchapter III, Thrift Savings Plan, authorizes solicitation of this information. The data you furnish will be used to determine the amount of deductions and contributions to your Thrift Savings Plan Account. This information will be shared with the Office of Personnel Management and be placed in your Official Personnel Folder. This information may be shared with other Federal agencies or Congressional offices which have a need to know in connection with your application for a job, license, grant or other benefit. It may also be shared with national, state, local or other charitable or social security administrative agencies to determine and issue

benefits under their programs. In addition, to the extent this information indicates a possible violation of civil or criminal law, it may be shared with appropriate Federal, state or local law enforcement agencies. While the law does not require you to supply all the information requested on this form, it may not be possible to process your Thrift Savings Plan Account election if you fail to do so. Agencies other than the Office of Personnel Management may have further routine uses for the disclosure of information from the records systems in which they file copies of this form and they should provide you with any such uses which are applicable at the time they ask you to complete this form.

67 NOT RECORDED  
9 MAY 19 1987

## INSTRUCTIONS FOR FEDERAL RETIREMENT THRIFT SAVINGS PLAN ELECTION FORM FOR 1987

### SECTION A - IDENTIFICATION

**Block 1, Name.** Enter employee's name: last, first, and middle.

**Block 2, Date of Birth.** Enter employee's date of birth. Enter 2-digit month, day, and year.

**Block 3, Social Security No.** Enter employee's social security number.

### SECTION B - ENROLLMENT ELECTION

Employees who wish to enroll in the Thrift Savings Plan must select either a percentage of basic pay *OR* a specific whole dollar amount to be withheld each pay period and contributed to the Thrift Savings Plan. Money that is withheld and contributed is tax-deferred and is matched by the employer as follows:

For the pay period beginning on or after April 1, 1987, through the pay period that includes September 30, 1987, FERS employees may contribute up to 15% of basic pay. For the pay period beginning on or after April 1, 1987, through the pay period that includes June 30, 1987, the first 3% of basic pay contributed is matched by employer in an amount equal to 200% of the employee's contribution with the next 2% of basic pay contributed matched in an amount equal to 100% of the employee's contribution.

For the pay period beginning on or after October 1, 1987, through the pay period that includes December 31, 1987, FERS employees may contribute up to 10% of basic pay. For the pay period beginning on or after July 1, 1987, through the pay period that includes December 31, 1987, the first 3% of basic pay contributed is matched by employer in an amount equal to 100% of the employee's contribution with the next 2% of basic pay contributed matched in an amount equal to 50% of the employee's contribution.

Employer automatically contributes 1% of basic pay into the account of each employee covered under FERS even if the employee does not elect to contribute to the Thrift Savings Plan.

For the pay period beginning on or after April 1, 1987, and ending with the pay period that includes September 30, 1987, CSRS employees may contribute up to 7½% of basic pay. For the pay period beginning on or after October 1, 1987, through the pay period that includes December 31, 1987, CSRS employees may contribute up to 5% of basic pay.

CSRS employees do not receive employer matching or the 1% Government basic contribution.

For 1987, employees may contribute *ONLY* to the Government Securities Investment Fund. Sums in the Thrift Savings Plan contributed to the Government Securities Investment Fund are invested in securities of the United States Government.

Depending upon intended selection, complete Block 4 *OR* Block 5. *If there is an entry in BOTH Blocks 4 and 5, this form will not be accepted by your employing office.* Employees must sign and date form for election to be valid.

**Block 4, Percentage of Basic Pay Per Pay Period.** Enter percentage of basic pay per pay period you wish to contribute to the Thrift Savings Plan. A whole percentage must be entered. The *ONLY* exception is that CSRS employees may enter 7½% for the first two election periods. *If the percentage is entered incorrectly, this form will not be accepted by your employing office.*

**Block 5, Whole Dollar Amount Per Pay Period.** Enter whole dollar amount to be contributed per pay period to the Thrift Savings Plan. For example, an entry of "\$20.00" is acceptable. However, an entry of "\$20.32" is not acceptable. *If a whole dollar amount is entered incorrectly, this form will not be accepted by your employing office.*

### SECTION C - ENROLLMENT WAIVER/TERMINATION

If an employee elects not to enroll in the Thrift Savings Plan upon eligibility, the employee must sign and date Blocks 8 and 9. If an employee wants to terminate contributions *when the election is made during an election period*, the employee must also sign and date Blocks 8 and 9. Employees who waive enrollment or who terminate enrollment during an election period may not enroll/reenroll until the next designated election period. The election to waive or to terminate will not affect a FERS employee's entitlement to the 1% Government basic contribution. See Section D, Enrollment Termination, to terminate enrollment at any time *OTHER than during an election period*.

### SECTION D - ENROLLMENT TERMINATION

If an employee currently enrolled in the Thrift Savings Plan chooses to terminate enrollment *prior to an election period*, the employee must sign and date Blocks 10 and 11. The termination in Section D is to be used only when employees terminate enrollment at any time *OTHER than during an election period*. Employees who terminate enrollment at any time *OTHER than during an election period* will not be eligible for enrollment again until the second election period beginning *after* this termination is effective. The election to terminate will not affect a FERS employee's entitlement to the 1% Government basic contribution. See Section C, Enrollment Waiver/Termination, to terminate enrollment *during an election period*.

### FOR EMPLOYING OFFICE USE ONLY

**Block 12, Payroll Office Number.** Enter the 8-digit Treasury assigned payroll office number of the employee.

**Block 13, Effective Date.** Enter the effective date. Once accepted, an Election Form should be made effective as soon as administratively feasible, but no later than the first day of the pay period following acceptance. Actions which can be taken only during an election period shall be made effective no earlier than the first day of the first pay period of the election period.

**Block 14, Signature of Authorized Agency Official.** Enter the signature of the agency official authorized to accept the Election Form.

**Block 15, Date Signed.** Enter the date the Election Form is accepted by the employing office.

FEDERAL BUREAU OF INVESTIGATION  
WASHINGTON, D.C. 20535

TO: ONEILL JOHN P

UNIT: 0622 DATE: 04/11/87

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (PMRS)  
NOTIFICATION OF INCLUSION OR EXCLUSION

The PMRS provides for a pay for performance concept to recognize the achievements of employees assigned to positions classified at the GS 13, GS 14, and GS 15 grade levels and defined as supervisors or managers.

By virtue of your recent ( ) appointment, ~~( )~~ reassignment, ( ) change in responsibilities, ( ) promotion, ( ) demotion effective 4-7-87.

☒ it has been determined that your position meets at least one of the definitions of supervisor or management official as set forth:

- MANAGER - Position has the full range of managerial functions delineated in the introductory section of the Supervisory Grade-Evaluation Guide (SGEG). (All managerial positions, as defined by the SGEG are supervisory in nature, but not all supervisory positions are managerial.) Three or more subordinates are supervised. ☐ M3.
- SUPERVISOR - Position requires the exercise of supervisory responsibilities that at least meet the minimum requirements for application of the SGEG or similar standards of minimum supervisory responsibilities specified by the job standards or other directives of the applicable pay schedule or system. Position does not meet the full range of managerial functions delineated in the introductory section of the SGEG. Three or more subordinates are supervised. ☐ M1
- SUPERVISOR - Position meets the definition of supervisor in 5 U.S.C. 7103 (a) (10). Position does not meet the minimum requirements for application of the SGEG. Fewer than three subordinates are supervised. ☐ M4
- MANAGEMENT OFFICIAL - Position to which employee is assigned meets the definition of management official in 5 U.S.C. 7103 (a) (11). Position does not meet the SGEG definition of manager or supervisor or the definition of supervisor in 5 U.S.C. 7103 (a) (10). Management officials formulate, determine, or influence the policies of the agency, but are not responsible for any subordinates. ☒ M5

☐ you are no longer covered by the PMRS. Your reallocation from the PMRS pay scale renders you eligible for periodic step increases, and full pay comparability adjustments.

Employees assigned by official personnel action to a position categorized by an M3, M1, M4, or M5 PMRS Indicator shall be placed in the PMRS, effective the date of assignment to such a position.

Coverage under the PMRS is mandatory for supervisory and managerial employees. However, if you disagree with the PMRS Indicator assigned, you are encouraged to resolve the disagreement with your immediate supervisor. Failing resolution with your supervisor, you may submit a grievance to the Personnel Officer, Administrative Services Division, FBIHQ.

67-NOT RECORDED

14 APR 28 1987

RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

Date

4-9-87

I certify that I have ☒ received ☐ returned the following Government property for official use:

C # 08813

Reason for Returning: ☐ Absence for Maternity Reasons ☐ Military Leave ☐ Resignation ☐ Retiring ☐ Transfer

## READ

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed.

DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

Very truly yours,

(Signature)

(Typed name)

NOT RECORDED  
9 APR 14 1987



## Memorandum



To : Mr. Sharp

Date 4/7/87

From : F. I. Clarke *[Signature]*1 - Mr. Sharp  
1 - Mr. Clarke  
1 - b6  
b7CSubject : JOHN P. O'NEILL *[Signature]*REPORTING FOR ASSIGNMENT  
OR  
ORGANIZATIONAL COST CENTER CHANGE

- ☒ 1. Reported for duty 4/7/87 in Criminal Investigative Division.  
(date) (Division)
- ☒ 2. Organizational Cost Center # 0622.
- ☒ 3. Position Title Supervisory Special Agent  
Grade GS- 14, Position Number GM 1811-14-78-FO-713  
Merit Pay Indicator (If GS 13, 14 or 15) M-5
- ☒ 4. Advised regarding duties to be performed.
- ☒ 5. Advised of rules concerning safeguarding confidential Bureau data and maintaining high standards of conduct, dress, promptness, etc.
- ☐ 6. 10-Day Interview report, 60-Day Report (in instances necessary), and 90-Day Performance report will be submitted.

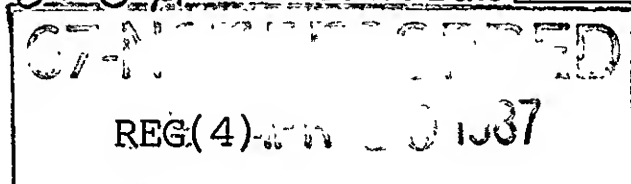
Additional comments:

- ☐ **ORGANIZATIONAL COST CENTER CHANGE ONLY** (Submit only if there is a change from one unit to another requiring no position action and no other notification being submitted i.e. reassignment, promotion, trial assignment, etc.)

Position Title \_\_\_\_\_

Grade \_\_\_\_\_ Position Number \_\_\_\_\_

Organizational Cost Center # \_\_\_\_\_

Effective Date 8/5/87Entered CRT  
*[Signature]*



## Memorandum



To : Director, FBI

Date 3/6/87

b6  
b7C

From : SAC, BALTIMORE

Attn: Pay &amp; Position Management Unit,

Subject : JOHN P. O'NEILL

EOD: 6/22/70 ~~GM~~ GM-14 Salary \$ 50,338.

Social Security Number: 147-42-1004

☒ ACKNOWLEDGMENT OF TRANSFER ORDERS ☐ ARRIVAL NOTICE ☐ DEPARTURE NOTICE ☐ AMENDED

Rebulet 2/17/87

Transfer From: Baltimore, Md.

Transfer To: FBIHQ, Washington, D. C.

## DEPARTURE:

Contemplated Departure Date 4/3/87	Contemplated Arrival Date 4/7/87	Annual Leave En Route 8 hrs., 4/6/87
---------------------------------------	-------------------------------------	---

Previous FBI Office and Resident Agency Assignments  
Baltimore only.

## Type(s) of Investigative Matters Handled

Supervisory Special Agent

## In-Service and Special Schools &amp; Dates Attended

Person to be notified in case of an emergency while en route on transfer (to be furnished when such person and address differ from information previously furnished the Bureau if employee will be traveling with person who normally would be notified in the event of an emergency, employee should furnish name and address of some other person)

Name	Relationship
	( )
Address	Area Code Telephone Number

## TO BE COMPLETED BY THE TIME AND ATTENDANCE CLERK

DEPARTURE (on transfer)	Annual Leave En Route
(time and date)	

Days taken for	Organizational Cost Center #
<input type="checkbox"/> Househunting <input type="checkbox"/> Administrative Leave	

ARRIVAL (on transfer)	Reported for Duty	Title
(time and date)		

Merit Pay Indicator (If GS 13, 14, 15) or Position # (Support)	Organizational Cost Center #
122	

## COMMENTS:

67-NOT RECORDED 4-2-87  
3 MAR 25 1987  
330-87  
UP

1 Bureau  
1 - Current Office  
: cm


FBI/DOJ

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - NOTICE PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <b>JOHN P. O'NEILL</b>	2. Social Security Number <b>147-42-1004</b>
3. Position Title and Grade <b>SUPERVISORY SPECIAL AGENT (GM-14)</b>	4. Office of Assignment <b>BALTIMORE</b>

This Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

5. <u><i>Douglas A. Ball</i></u>	<u>10-10-86</u> Date
6. 	<u>10/22/86</u> Date

b6  
b7C

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a merit increase, performance award, promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that Unacceptable performance on any element may be the basis for my reassignment, reduction in grade, or removal.

7. <u><i>John P. O'Neill</i></u> Signature of Employee	<u>10-14-86</u> Date
---	-------------------------

PLAN MODIFICATION

The attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

8. _____ Signature of Rating Official	_____ Date
9. _____ Signature of Reviewing Official	_____ Date

I have been advised of this modification to my Plan and am aware that the consequences of my performance as specified above continue to apply.

10. _____ Signature of Employee	_____ Date
------------------------------------	---------------

DO NOT REMOVE  
 FROM FILE UNLESS  
 REPLACED WITH A  
 XEROX COPY

PRAU USE ONLY

Logged: dm11/7 Reviewed: ✓ Entered: djh2/10

THREE  
*djh*

67-NOT RECORDED  
 14 MAR 8 1987

51  
 3/5/87

11-7-86

(date)

dm 1-3NRV

(initials)

## INSTRUCTIONS FOR PREPARING THE NOTICE PAGE

Nov 6

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. **Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process.** A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to the FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

Items 8-10 are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. **Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.**

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM 14  
 (SQUAD OR RESIDENT AGENCY SUPERVISOR)

1. Payroll Name of Employee <b>JOHN P. O'NEILL</b>	2. Social Security Number <b>147-42-1004</b>
---	---

3. Critical Element # 1: **OPERATIONS MANAGEMENT:** Manages investigative and administrative operations/programs as assigned through allocation, direction and oversight of personnel and material resources, including approximately 15 Special Agents ~~and/or~~ ~~XXXXXXXXXXXXXXXXXXXX~~ resident agency(ies). Develops and/or maintains systems of internal accounting and control to monitor efficiency of operations and to prevent or minimize potential losses from fraud, waste or abuse. Specifically responsible for Public Corruption and Labor Racketeering investigations.

4. (a) ☒ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. **PERFORMANCE STANDARDS**

Minimally Acceptable

Develops workload reactively, following guidelines and priorities established by FBIHQ and field management. Establishes feasible approaches for achieving squad and program/case objectives within set timeframes and at acceptable cost levels. Objectives are determined through experimentation and control is occasionally hampered by use of uncertain milestones. Allocates resources according to current availability and in compliance with established priorities; accommodates fluctuations in availability of resources to minimize disruption of operations. Delegates authority to subordinates when necessary.

Clearly communicates priorities and assignments to appropriate personnel and reports progress as required. Establishes and/or maintains control and accounting systems that are sufficient to assure basic compliance with pertinent regulations, policies and FBI and DOJ guidelines. Required reports are clear, accurate and in compliance with applicable requirements. Periodic review of files and progress toward objectives is conducted in sufficient depth to minimize time/resources lost due to inefficiency/lack of progress.

Fully Successful

Develops and manages workload in accordance with established office priorities. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones determined through analysis of known factors. Assignment of personnel reflects varying levels of experience and personal qualifications of subordinates, thereby enhancing the effective use of resources. Delegates responsibilities when this could improve efficiency/economy of operations.

Skillfully uses communications techniques to increase employees' understanding of office/squad goals and objectives and program requirements. Establishes, maintains and regularly monitors effective systems of internal accounting and control that assure full compliance with applicable regulations, etc., and introduces viable modifications to established methods to improve efficiency of allocation and utilization of resources. Impact of control systems is sufficient to enhance cost efficiency of operations and occasionally results in reduction of specific investigative/program costs.

Superior

Aggressively seeks to develop a workload that corresponds to office and FBIHQ guidelines and takes into consideration changes in local circumstances. Consistently anticipates potential variations/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration.

Full, personal involvement in, and effective communications regarding, program/case management assure efforts of pertinent personnel are focused on priority assignments. Effectively delegates responsibility for various specific functions to subordinates when this will increase efficiency in obtaining objectives.

Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Appropriateness of control mechanisms assures compliance with requirements and results in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.

6. Initials of Employee

10-14-86

Date  
THREE

**INSTRUCTIONS  
FOR PREPARING THE CRITICAL ELEMENT  
AND PERFORMANCE STANDARDS PAGE**

This Page is used to record a single critical element (CE) and its performance standards (PSs) and must be attached to a Notice Page (FD-698). Together these Pages comprise a Performance Plan. With the exception of initials and dates, the information on this form must be typewritten.

Items 1-2     Self-explanatory.

Item 3        Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary (see Item 4 below). If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, at the outset of an appraisal period, CEs should be numbered consecutively beginning with #1.

Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 4        Item 4(a) must be marked when an entirely new Plan is communicated to an employee.

Item 4(b) must be marked when an existing CE and/or its PSs are adjusted to expand or clarify previously expressed information but there is no substantive change in the performance level requirements. Reuse the original CE number.

Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5        Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6        Self-explanatory.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.



FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM 14  
 (SQUAD OR RESIDENT AGENCY SUPERVISOR)

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Critical Element # 2:

**SUPERVISION OF SUBORDINATES:** Assigns and reviews work of subordinates, evaluating and striving to develop demonstrated ability of each to perform designated duties. Conducts file reviews and completes full range of personnel actions, including performance appraisals, recommendations for within-grade and quality step increases, promotions, reassignments, and the like. Maintains oversight of time and attendance and other related administrative records.

4. (a) ☒ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. PERFORMANCE STANDARDS

## Minimally Acceptable

Personally observes, evaluates and corrects activities of each subordinate on an intermittent basis, dependent upon workload and status of pending cases. Formally reviews performance at specified times, providing positive and negative feedback reactively. Considers grade levels and workload in making assignments and provides clear, adequate instructions regarding objectives, making sure each subordinate is properly employed. Maintains awareness of training needs/opportunities and provides on-the-job training and recommends formal training on request and/or as required to meet specific needs.

Meets obligations of equal opportunity and affirmative action as established by guidelines. Completes various required personnel actions in acceptable format, in accordance with governing policy and regulations, and within established time constraints. Keeps employees apprised of administrative and general interest matters. Oversight of records is adequate to ensure generally timely and accurate maintenance of same.

## Fully Successful

Observes, evaluates and corrects activities of each subordinate on a regular basis, recognizing and appropriately responding to circumstances requiring adjustments to normal schedule of review. When practical, makes work assignments that are reflective of subordinates' interests and potential, as well as demonstrated ability. Review of performance is not limited to a set format but is conducted on a personal basis tailored to meet individual strengths and weaknesses. Makes a conscientious effort to provide on-the-job training/recommend formal training opportunities for eligible employees when same may enhance individual effectiveness or promote morale.

Effectively integrates various personnel actions affecting subordinates, thereby demonstrating awareness of continuing significance of basic principles of personnel management. Assures the propriety, accuracy and timeliness of personnel action submissions and administrative recordkeeping. When possible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses.

## Superior

Actively works with each subordinate, as appropriate, to assure that individual assignments and performance equate reasonably to the individual's abilities. Observes, evaluates and corrects activities of each subordinate on a continuing basis, and in accordance with standard procedures, employing effective methods of time management to ensure reasonable allocation of time to both operational and administrative assignments. Through personal involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.

Utilizes full range of personnel actions, including on-the-job and formal training, to recognize and improve the skills and performance of subordinates. Consistently submits personnel actions prior to deadlines, when feasible, and in accordance with both the basic requirements and the intent of pertinent policy, including equal employment opportunity and affirmative action. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates.

JOB  
 6. Initials of Employee

Date

THREE



FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM 14  
 (SQUAD OR RESIDENT AGENCY SUPERVISOR)

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Critical Element # 3:

**LIASION:** As necessary to promote Bureau interests and accomplish assigned responsibilities, establishes and maintains liaison with other law enforcement and Government agencies, the business community, and the general public. Establishes, maintains and coordinates support for investigative operations through contacts with pertinent outside agencies. Liaison ranges from informal contacts with equivalent personnel in other organizations to the conduct/preparation of seminars, speeches and media releases.

4. (a) X Initial Assignment; (b)      Adjustment; (c)      Addition; (d)      Termination

5. PERFORMANCE STANDARDS

## Minimally Acceptable

Establishes and maintains basic channels of communication to exchange work-related information on a generally timely basis. Contacts are sufficient to ensure acceptable fulfillment of the Bureau's investigative requirements.

Presents Bureau policy accurately, maintaining a professional appearance and demeanor. Appropriately recognizes and responds to relative authority of those with whom contact is made and accordingly preserves a respectful relationship. Generally anticipates those sensitive situations that are beyond personal capabilities to effectively handle and refers such to superiors.

Formal presentations are organized and clearly given. Required research/preparation is adequate to ensure proper coverage of selected topic.

## Fully Successful

Strives to expand and improve traditional liaison contacts to assure effective support for ongoing operations. Presents Bureau policy accurately and persuasively, as evidenced by occasional enhancement of interagency channels of communication that expedite the timely exchange of necessary information.

Consistently maintains a professional image that aids in establishing personal credibility and effectiveness. Generally handles those contacts who display reluctance or antagonism when dealing with the FBI adroitly; tactfully refers those unusual situations beyond personal scope to superiors.

Formal presentations are well-organized and effectively executed, clearly indicating proper depth of preparation. Treatment of selected topics of information is frequently tailored to reflect background and stated interests of intended audience.

## Superior

Diligence in maintaining contacts improves/broadens existing lines of communications. Work in the area of liaison results in increased timeliness of obtaining data that could otherwise require lengthy negotiations. Persuasiveness in obtaining cooperation enhances likelihood of creation of mutually beneficial joint operations and thereby increases effective utilization of resources.

In dealing with others, consistently demonstrates leadership skills which result in the establishment of a high degree of credibility that enhances the quick and positive resolution of sensitive issues.

Consistent high quality of formal presentations enhances the Bureau's reputation as an authoritative source of useful information. Organization and execution of presentations demonstrate personal expertise.

                      
 6. Initials of Employee

Date

THREE



## U.S. Department of Justice

## Federal Bureau of Investigation

W - 301 -

265-8080

Washington, D.C. 20535

Date: February 17, 1987

Director  
Federal Bureau of Investigation  
Washington, D. C.

ATTENTION:

Room 6888

b6  
b7C

## TRANSFER AGREEMENT

In connection with my transfer from Baltimore, Maryland,  
to Washington, D. C., I agree to remain in the service of the  
Government for 12 months following the effective date of this transfer. It is understood that  
the effective date of this transfer is the day I report for duty at the new station. It is also  
understood that should I violate this agreement I become obligated to refund to the  
Government all costs incurred on my behalf for travel, transportation, and related expenses  
as described in the Federal Travel Regulations, unless separated for reasons beyond my  
control and acceptable to the FBI.

*John P. O'Neill*  
Signature

JOHN P. O'NEILL  
87-697A

As a result of this transfer, indicate below those family members that will relocate:

Yourself

☒ Spouse

Children (Number):

Ages:

Furnish (Number of Rooms):

7

Location:

Perry Hall, MD

Do you presently own or rent your home?

OWN

Do you intend to purchase a residence?

yes

67-601-RECORDED

14 MAR 1987

at the  
Perry Hall

3/2



U. S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION

Office of the Director

Washington, D.C. 20535

DECEMBER 14, 1987

0  
MR. JOHN P. ONEILL  
CRIMINAL INVESTIGATIVE DIVISION  
FBI WASHINGTON, D. C. 20535

DEAR MR. ONEILL:

Enclosed is a check in recognition of your SUPERIOR performance as a General Merit employee under the Performance Management and Recognition System for the past appraisal period.

The cash value of your performance award is \$ 536.63.

I am most appreciative of your fine effort in support of the FBI's mission.

Sincerely yours,

William S. Sessions  
Director

Enclosure

135  
FEB 12 1988

679 605-86  
9:18  
REC-100  
Check sent by PRAU.  
3/1/88

February 10, 1988

PERSONAL

Mr. John P. O'Neill  
Federal Bureau of Investigation  
Washington, D. C.

Dear Mr. O'Neill:

I have been apprised of your exemplary services in connection with a review of a particular program in the Los Angeles Division and I would like to commend you. In addition, I have approved a monetary award for you, and the check is enclosed.

You ably participated in the complex review, and your supervisory skills and investigative talents were important to this matter. You reviewed a vast amount of pertinent information at FBI Headquarters before you began an intensive review of any pending cases in the Los Angeles Division, and you conducted numerous interviews to reach a fair and accurate evaluation. Due to the highly compressed time frame, you expended long hours to complete this arduous task, and your correlation of the information for the overall report was professionally handled. Please be assured of my deep appreciation for your distinctive services.

Sincerely yours,

William S. Sessions  
Director

Enclosure

1 - Mr. Clarke (Personal Attention) Enclosures  
(\$750.00 award)

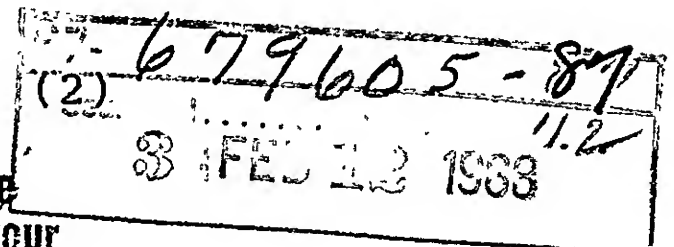
**You should personally present this award and should this not be possible or should presentation be unreasonably delayed by your absence official acting for you should present it. Inform employee net amount of check represents this award less withholding tax.**

Based on Memorandum from [redacted] to Mr. Clarke 1/15/88 with addenda of WCCS 1/20/88 and ASD 1/25/88 re [redacted] and others, recommendation for incentive awards.  
MCH (4) Award #1052-88

*MCH*

*180*  
*Feb 19 1988*

MAIL ROOM



b6  
b7C

Exec AD Adm. \_\_\_\_\_  
Exec AD Inv. \_\_\_\_\_  
Exec AD LES \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Off. Cong. & Public Affs. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Off. Liaison & Int. Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

*[Handwritten signature]*

*[Handwritten signature]*

MAILED 14  
FEB 11 1988  
FBI

RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

Date \_\_\_\_\_

I certify that I have received and/or returned the Government property acknowledged below for official use:

RECEIVED: ☒

FBI IDENTIFICATION CARD NO. \_\_\_\_\_

HANDBOOK FOR FBI EMPLOYEES \_\_\_\_\_

SPECIAL EMPLOYEE CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT BADGE NO. \_\_\_\_\_

KEY NO. \_\_\_\_\_ HOOK NO. \_\_\_\_\_ ROOM NO. \_\_\_\_\_

U.S. GOVERNMENT OPERATORS CARD NO. \_\_\_\_\_

OTHER \_\_\_\_\_

Telephone Credit Card #  \_\_\_\_\_

b2

RETURNED: ☐Reason for Returning: ☐ Absence for Maternity Reasons ☐ Transfer ☐ Military Leave ☐ Resignation ☐ Retiring

FBI IDENTIFICATION CARD NO. \_\_\_\_\_

HANDBOOK FOR FBI EMPLOYEES \_\_\_\_\_

SPECIAL EMPLOYEES CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT BADGE NO. \_\_\_\_\_

KEY NO. \_\_\_\_\_ HOOK NO. \_\_\_\_\_ ROOM NO. \_\_\_\_\_

U.S. GOVERNMENT OPERATORS CARD NO. \_\_\_\_\_

OTHER \_\_\_\_\_

**READ**

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed.

DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

Very truly yours,

(Signature) 

(Typed name) John P. O'Neill

147-42-1004



LAW OFFICES

# ALSTON & BIRD

A PARTNERSHIP INCLUDING PROFESSIONAL CORPORATIONS

1200 CITIZENS & SOUTHERN NATIONAL BANK BUILDING  
35 BROAD STREET  
ATLANTA, GEORGIA 30335  
404-586-1500

GALLERIA OFFICES  
100 GALLERIA PARKWAY  
SUITE 1200  
ATLANTA, GEORGIA 30339  
404-955-8400

CABLE: AMGRAM ATLANTA  
TELEX: 54-2996

b6  
b7C

6  
O'Neill, John P.

April 14, 1988

Director William Sessions  
Federal Bureau of Investigation  
J. Edgar Hoover Building  
Ninth and Pennsylvania Avenue, N.W.  
Washington, D.C. 20535

Dear Director Sessions:

2x  
In recent months, I have been involved as Special Investigator for the Committee of the Eleventh Circuit Judicial Council looking into a complaint filed against [redacted] under 28 U.S.C. § 372. Inasmuch as the complaint was filed by the Department of Justice, my assistant, [redacted] of this office, and I have been afforded the assistance of Special Agent John P. O'Neill of the Public Corruption Section in this investigation.

REC-1301 67-679605-88  
The purpose of this letter is to commend ~~for you~~ the service of Agent O'Neill in this connection. He has been ~~altogether~~ cooperative and responsive to our needs, especially in light of the statutory and regulatory inhibitions in securing the testimony and materials we needed to obtain. His knowledge of these requirements and of the evidence sought by us has been extraordinary. His obvious experience in the conduct of an evidentiary hearing as well as an investigation has likewise been of great assistance. Indeed, our task would have been extremely difficult without his presence in Miami and Atlanta.

We also wish to commend the cooperation of Special Agents [redacted] of the Miami office in these endeavors.

With kindest regards, I am

Yours very truly

[redacted] scc/2376j

Ack 1st to  
5, JUN 2 1988

(dtd 5/18/88)

CORRESPONDENCE / cam  
FBI/ATLANTA



67-679605  
SSA John P O'Neill  
Crim. Investi  
ns/m

APR 19 8 52 AM '68

10 APR 18 1968

b6  
b7C

WTS LOM @ SHD

# ALSTON & BIRD

A PARTNERSHIP INCLUDING PROFESSIONAL CORPORATIONS

Director William Sessions  
April 14, 1988  
Page Two

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P.S. I remember with pleasure our acquaintance through the Fifth Circuit Judicial Conferences in the early 70's. Please accept my belated congratulations on your appointment as Director. I wish for you good health and happiness in this important post in the coming years.



b6  
b7C

## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>				2. SSN <b>147-42-1904</b>		3. Position Sensitivity (Opt)		4. Date of Birth <b>02-06-52</b>	
5. Veteran Preference <b>1</b> 1—None 2—5 Pt. 3—10 Pt. Disab. 4—10 Pt. Comp. 5—10 Pt. Other 6—10 Pt./30% Comp.				6. Serv. Comp. Date (Leave) <b>06-22-70</b>		7. Tenure <b>1</b>		8. Retirement <b>6</b>	
9. FEGLI <b>B NAIVED</b>				10. FLSA <b>E</b> E—Exempt N—Nonexempt		11. Sex <b>M</b>		12. Citizenship <b>1</b> 1—US 8—Other	
14. Effective Date <b>02-27-88</b>		15. Annuitant Indicator <b>1</b> 1—Reempl Ann-CS 2—RETO 3—RETM 4—RETO & CS 5—RETM & CS 9—Not Applicable		16. Work Schedule <b>F</b> F—Full-time P—Part-time I—Intermittent G—FT Seasonal Q—PT Seasonal J—INT Seasonal H—FT On Call R—PT ON Call		17. (Reserved for OPM Use)			
18-A. NOAC <b>881</b>		18-B. Nature of Action <b>FEGLI CHANGE</b>		19-A. NOAC		19-B. Nature of Action			
18-C. Auth Code		18-D. Authority		19-C. Auth Code		19-D. Authority			
18-E. Auth Code		18-F. Authority		19-E. Auth Code		19-F. Authority			
20. FROM: Position Title and Number				27. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>					
21. Name and Location of Employing Office				28. Name and Location of Employing Office					
22. Pay Plan & Occupational Code <b>GM 1811</b>		23. Grade or Level <b>14</b>		24. Step or Rate <b>00</b>		32. Salary <b>\$52126</b>		33. Pay Basis <b>PA</b>	
34. Duty Station				35. Position Occupied <b>2</b> 1—Competitive 2—Excepted 3—SES General 4—SES Career/Reserved		36. Appropriation Code (Optional)			
37. Remarks									

38. Approval					39. FPMIS Data					
A. Title of Approving Official <b>DIRECTOR</b>			B. Date <b>02-19-88</b>		A. Supv. or Nonsupv. Ind.		B. VEV IND		C. PRD	
C. Signature/Authentication of Approving Official <i>William J. Leman</i>					F. Educational Level		G. Year Degree Attained		H. Academic Discipline	
					J. Location Code		K. SON		L. Agency Code	
40. Employing Department or Agency <b>BUREAU OF INVESTIGATION</b>					M. N.		O.		P.	



# LIFE INSURANCE ELECTION

Federal Employees' Group Life Insurance Program

See Privacy Act  
Information on  
Back of Part 3

**1 General Instructions:** By law, a person who is not excluded from coverage automatically has Basic Life insurance, unless he or she waives all coverage. When you first become eligible for FEGLI, you have the choice of (1) electing Basic Life and any or all of the options, (2) electing Basic Life but declining all of the options, or (3) waiving all life insurance coverage. If you are changing your election, see page 6.

To complete this form:

- Read page 6 carefully
- Type or print in ink
- Do not separate the parts. Your employing office must certify the completed form and will return your copy to you. This form should be kept with your SF 2817A (SF 2817B for Postal Employees).

## 2 Fill in identifying information

Name (Last)	(First)	(Middle)	Date of Birth (Month, Day, Year)	Social Security Number
NEILL	John	P.	02/06/52	147   42   1004
Employing Department or Agency			Agency Location (City, State, Zip Code)	
DOT/FBI			WASHINGTON, D.C. 20535	

**3** To elect Basic Life, sign and date below. If you do not elect Basic Life, you may not elect any form of optional insurance. If you do not want any insurance at all, skip to section 5.

Basic  
Life

I want the Basic Life insurance. I authorize deductions to pay my share of the cost.

Signature (Do not print)

Date (Month, Day, Year)

**4** If you have elected Basic Life, you may elect any or all of the following options. Sign the box below for any option(s) you want. (You will not have coverage for any option(s) for which you do not sign.)

### Option A - Standard

I want the Standard \$10,000 optional insurance. I authorize deductions to pay the full cost.

### Option B - Additional

I want the Additional optional insurance in the multiple of my annual basic pay I indicate below. I authorize deductions to pay the full cost. (Indicate multiple by marking "X" in the appropriate box. Do not mark more than one box.)

☐ 1 times my pay  
☐ 2 times my pay  
☐ 3 times my pay

☐ 4 times my pay  
☐ 5 times my pay

### Option C - Family

I want the Family optional insurance. I understand that in the event of the death of my spouse I would receive \$5,000 and upon the death of a child I would receive \$2,500. I authorize deductions to pay the full cost.

Signature (Do not print)

Date

Signature (Do not print)

Date

Signature (Do not print)

Date

**5** If you want NO life insurance coverage at all, sign and date below.

Waiver of  
all Life  
Insurance  
Coverage

I want no insurance coverage at all. I understand that any insurance I have will stop at the end of the pay period in which my employing office receives this waiver and that I cannot get Basic Life insurance unless I (1) wait at least one year after I sign this form, (2) am under age 50 when I apply, AND (3) give satisfactory medical evidence of insurability. I understand that I cannot get any optional insurance unless I first have Basic Life.

Signature (Do not print)

Date

### FOR EMPLOYING OFFICE USE ONLY

#### Certification

I certify that the above named employee is eligible for the insurance coverage he or she has elected above.

Date of receipt in employing office (mo, dy, yr)

Number of event permitting change

Effective date of coverage (mo, dy, yr)

See Table of Effective Dates in SF 2817A or SF 2817B

Certified by the employing office, together with SF 2817A, "The Federal Employees Group Life Insurance Program" (SF 2817B for Postal Employees), constitute the employee's Certificate of Insurance.

FEB 16 1988

PART 1—File in Official Personnel Folder  
U.S. Office of Personnel Management

Previous editions usable

b6  
b7C

Standard Form 2817  
(Formerly Standard Form 176)  
Rev. June 1984  
FPM Supplement 870-1

MAY 18 1988

b6  
b7C

[Redacted]  
Alston and Bird  
1200 Citizens and Southern  
National Bank Building  
35 Broad Street  
Atlanta, Georgia 30335

Dear [Redacted]

I read your letter of April 14th with a great deal of pleasure and want to thank you for your congratulations and best wishes on my appointment as Director of the FBI.

I am most appreciative of your commendation of Special Agent John O'Neill for his assistance to you in connection with the complaint filed against [Redacted]. I will see that your comments are passed along to him, and I know your praise of his efforts will mean a great deal to him.

It was also kind of you to recognize the cooperation you received in this matter from Special Agents [Redacted] of our Miami Office. Your comments will be brought to their attention as well. I know they and Mr. O'Neill will share my gratitude for your thoughtfulness in writing and will join me in thanking you.

Sincerely yours,

67-679605-89  
Searched.....  
4 MAY 24 1988

William S. Sessions

William S. Sessions 2 XEROX  
Director

1 - Miami - Enclosure

Personal Attention SAC: Bring to the attention of SAs

1 - Mr. Clarke - Enclosure

Personal Attention: Bring to the attention of SA John P. O'Neill.

① - 67-679605 (John P. O'Neill) - Enclosure

1 - [Redacted] Enclosure  
1 - [Redacted] Enclosure

NOTE: [Redacted] wrote congratulating Director Sessions on his appointment as FBI Director and commending SA O'Neill for his work in the matter involving [Redacted]

CAM:alj (7)

APPROVED:

Director

Exec AD-Adm.

Exec AD-Inv.

Exec AD-LES

Adm. Servs.

Crim. Inv.

Ident.

Inspection

Intell.

Laboratory

Legal Coun.

Off. of Cong. & Public Affs.

Off. of Lia. & Intl. Affs.

Rec. Mgnt.

Tech. Servs.

Training

JUN 1 1988

AWT

CAM

MAILED 6

MAY 20 1988

Exec AD Adm. \_\_\_\_\_  
Exec AD Inv. \_\_\_\_\_  
Exec AD LES \_\_\_\_\_  
Asst. Dir.: \_\_\_\_\_  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Off. Cong. & Public Affs. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Off. Liaison & Int. Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

August 4, 1988

PERSONAL

Mr. John P. O'Neill  
Federal Bureau of Investigation  
Washington, D. C.

Dear Mr. O'Neill:

It affords me considerable pleasure to commend you for your superior efforts in connection with a Bribery investigation. To further recognize your fine services, I have enclosed a well-deserved monetary award for you.

Your insight into potentially damaging sensitive issues and your ability to overcome statutory and regulatory inhibitions were exceptional. You did an excellent job of working with the people who were subpoenaed to testify in the hearings in order to ensure that their knowledge of the issues was complete and that they were able to articulate the facts correctly. I want you to know that I deeply appreciate what your services have meant to this investigation, and I want you to take pride, as I do, in your outstanding work.

Sincerely yours,

William S. Sessions  
Director

Searched.....Number 115...

14 AUG 8 1988

REC-150

Enclosure

1 - Mr. Clarke (Personal Attention) Enclosures (2)  
(\$900.00 award)

You should personally present this award and should this not be possible or should presentation be unreasonably delayed by your absence, official acting for you should present it. Inform employee of check represents this award less withholding tax.

Based on FD-255 from Mr. Clarke to Director 7/14/88 with addendum of ASD 7/25/88 re John P. O'Neill, recommendation for incentive award.

KID (4) Award #2821-88

Exec AD Adm. \_\_\_\_\_  
Exec AD Inv. \_\_\_\_\_  
Exec AD LES \_\_\_\_\_  
Asst. Dir.: \_\_\_\_\_  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Off. Cong. & \_\_\_\_\_  
Public Affs. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Off. Liaison & \_\_\_\_\_  
Int. Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

MAIL ROOM

AUG 15 1988

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b7C



DECEMBER 15, 1988

MR. JOHN P. ONEILL  
CRIMINAL INVESTIGATIVE DIVISION  
FBI WASHINGTON, D. C. 20535

DEAR MR. ONEILL:

Enclosed is a check in recognition of your EXCEPTIONAL performance as a General Merit employee under the Performance Management and Recognition System for the past appraisal period.

The cash value of your performance award is \$1,042.52.

Your noteworthy performance during this time is highly commendable. I thank you for your fine effort in support of the FBI's mission.

Sincerely yours,

William S. Sessions  
Director

*check sent by RR AU*

Enclosure

Exec AD Adm. \_\_\_\_\_  
Exec AD Inv. \_\_\_\_\_  
Exec AD LES \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Off. Cong. &  
Public Affs. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Off. Liaison &  
Int. Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

67-679605-91  
Searched \_\_\_\_\_ Indexed \_\_\_\_\_  
6 DEC 23 1988  
*[Signature]*

FBI/DOJ

X474

5 DEC 30 1988

101

# NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>	2. Social Security Number <b>147-42-1004</b>	3. Date of Birth <b>02-06-52</b>	4. Effective Date <b>10-09-88</b>
---	---	-------------------------------------	--------------------------------------

FIRST ACTION		SECOND ACTION	
5-A. Code <b>891</b>	5-B. Nature of Action <b>MERIT INC</b>	6-A. Code	6-B. Nature of Action
5-C. Code	5-D. Legal Authority	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority <b>EXCEPTED BY LAW</b>

7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>						15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FD-713 160</b>					
8. Pay Plan <b>GM</b>	9. Occ. Code <b>1811</b>	10. Grade or Level <b>14</b>	11. Step or Rate <b>00</b>	12. Salary <b>\$52126</b>	13. Pay Basis <b>PA</b>	16. Pay Plan <b>GM</b>	17. Occ. Code <b>1811</b>	18. Grade or Level <b>14</b>	19. Step or Rate <b>00</b>	20. Salary/Award <b>\$53682</b>	21. Pay Basis <b>PA</b>
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization <b>CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D.C.</b>					


23. Veterans Preference <b>1</b> 1—None 3—10 Pt. Disab. 5—10 Pt. Other. 2—5 Pt. 4—10 Pt. Comp. 6—10 Pt./30% Comp.				24. Tenure <b>1</b> 0—None 2—Conditional 1—Permanent 3—Indefinite		25. Agency Use		26. Veterans Preference for RIF <input type="checkbox"/> YES <input type="checkbox"/> NO	
27. FEGLI <b>8</b> <b>WAIVED</b>				28. Annuitant Indicator 1—Reempl. Ann-CS 3—RETM 5—RETM & CS 2—RETO 4—RETO & CS 9—Not Applicable		29. Pay Rate Determinant			
30. Retirement Plan <b>6</b> <b>CSRS-SPEC</b>		31. Service Comp. Date (Leave) <b>06-22-70</b>		32. Work Schedule <b>F</b> F—Full-time G—FT Seasonal J—INT Seasonal P—Part-time Q—PT Seasonal H—FT On Call R—PT On Call		33. Part-Time Hours Per Biweekly Pay Period			

34. Position Occupied <b>2</b> 1—Competitive Service 3—SES General 2—Excepted Service 4—SES Career Reserved		35. FLSA Category <b>E</b> E—Exempt N—Nonexempt		36. Appropriation Code		37. Bargaining Unit Status	
38. Duty Station Code		39. Duty Station (City—County—State or Overseas Location)					

40. Agency Data	41.	42.	43.	44.
-----------------	-----	-----	-----	-----

45. Remarks  
**SALARY INCLUDES A MERIT INCREASE OF \$1556.00 BASED UPON YOUR ANNUAL RATING OF EXCEPTIONAL, AND YOUR SALARY'S LOCATION IN THE UPPER TWO-THIRDS OF THE RATE RANGE OF YOUR GRADE.**

RETAIN FORM FOR YOUR PERSONAL RECORDS

46. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>			50. Signature/Authentication and Title of Approving Official <b>DIRECTOR</b> 	
47. Agency Code <b>67-NOT FOR</b>	48. Personnel Office ID	49. Approval Date <b>10-09-88</b>		


**Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Cover Page**

(SEE INSTRUCTIONS ON REVERSE)

1. Payroll Name of Employee ONEILL JOHN P	2. Office of Assignment 0622 D6-PUB CORRUPTION
3. Social Security Number 147-42-1004	4. PMRS Indicator M5
5. Position Title and Grade 20 SUPERVISORY SPECIAL AGENT GM 14 78-FD-713	6. Summary Rating Exceptional

7.	Rating of Critical Element(s)						
<u>E</u>	<u>E</u>	<u>E</u>	<u>E</u>	<u>          </u>	<u>          </u>	<u>          </u>	
# <u>1</u>	# <u>2</u>	# <u>3</u>	# <u>4</u>	# <u>      </u>	# <u>      </u>	# <u>      </u>	

8.

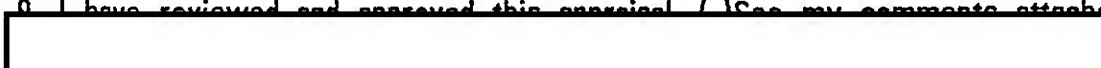


Signature of Rating Official

10/17/88

Date

~~I have reviewed and approved this appraisal. (See my comments attached.)~~



Signature of Reviewing Official

10/17/88

Date

10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and that a summary rating of Unacceptable may be the basis for my reassignment, reduction in grade, or removal. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

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b7C

J.P. O'Neill                      10/17/88

Signature of Employee                      Date

11. Type of Appraisal		<i>entered phy 11/30</i>		PRAU USE ONLY	
A	<input checked="" type="checkbox"/> Annual-Type	<input checked="" type="checkbox"/> Regular		Logged	<i>Bae 10/27</i>
C		<input type="checkbox"/> Conversion		Reviewed	<i>11/1/88 JS</i>
W		<input type="checkbox"/> Unacceptable - Warning		Entered	<i>Bae 11/2</i>
F		<input type="checkbox"/> Warning Resolution		Verified	<i>aka 11/2</i>
L		<input type="checkbox"/> Delayed	Date _____	Printout	_____
T	<input type="checkbox"/> Special-Type	<input type="checkbox"/> Position Change	Date _____		
O		<input type="checkbox"/> Change in Rating Official	Date _____		
N		<input type="checkbox"/> Current Appraisal	Date _____		
Q		<input type="checkbox"/> Requested by FBIHQ	Date _____		
D		<input type="checkbox"/> Conclusion of Detail	Date _____		
B		<input type="checkbox"/> Unacceptable - Warning	Date _____		
K		<input type="checkbox"/> Warning Resolution	Date _____		

5 MAR 01 1989 <sup>180</sup>

FBI/DOJ

**INSTRUCTIONS  
FOR PREPARING THE  
PERFORMANCE APPRAISAL REPORT  
COVER PAGE**

RECEIVED  
OCT 26 12 16 AM '89  
PRAU  
PERSONNEL SECTION  
ASD

**NOTE:** Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

Items 1-3 Self-explanatory.

Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any CE is rated Unacceptable, the summary rating must be Unacceptable.) For annual conversions, simply copy the summary rating from the prior special.

Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.

Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.

Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.

Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.

Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee  O'Neill John P.	2. Social Security Number  147-42-1004
--	--

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar  
 Crimes Section

4. Critical Element # 1 as listed on the Plan. 4a. Descriptor:  
 Program/Resource Management

5. Rating Level: Exceptional

With minimal administrative and policy supervision, SSA O'Neill has managed matters within the Public Corruption subprogram in an exceptionally effective and efficient manner. He has consistently anticipated potential variations/problems when developing management plans for the most complex matters and has developed and incorporated effective means to readily adjust to such changes. With a high degree of expertise and professionalism, SSA O'Neill has aggressively assisted numerous field divisions in their public corruption efforts. SSA O'Neill has analyzed problem areas and developed complex but effective solutions in matters relative to Congress's requests of the FBI concerning their attempts to impeach U.S. District Judges who were previously investigated by the FBI.

SSA O'Neill has developed and utilized several systems of internal controls to assure that matters for which he is responsible are handled on a timely basis within the FBI's policies and procedures. SSA O'Neill has also effectively managed investigative matters involving several field divisions, ensuring that resources are utilized to the highest degree of efficiency while achieving the desired results.

gld  
 6. Initials of Employee

10/17/88  
 Date



# INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT EVALUATION PAGE

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, and the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., a description of it.

Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific**

NOTE: No accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable Warning or as a Warning. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, and the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 6 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific**

NOTE: No accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable Warning or as a Warning. Use one Evaluation Page for each critical element (CE) assigned.

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Item 6 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific**

NOTE: No accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable Warning or as a Warning. Use one Evaluation Page for each critical element (CE) assigned.

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Item 6 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific**

NOTE: No accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable Warning or as a Warning. Use one Evaluation Page for each critical element (CE) assigned.

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Item 6 Self-explanatory.



FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

O'Neill John P.

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar  
Crimes Section4. Critical Element # 2 as listed on the Plan. 4a. Descriptor:

Supervision of Subordinates

5. Rating Level: Exceptional

SSA O'Neill has effectively utilized a full range of personnel management techniques to work with his subordinates to ensure that individual assignments are completed in a manner which is to the best of the subordinates' abilities. He observes, evaluates and corrects his subordinates through personal contact on a continuing basis. In doing so, he has recognized desirable and undesirable trends of activity and has provided timely advice or assistance. He has worked with his subordinates to assist them in developing more effective and efficient procedures by which to accomplish their tasks.

6. Initials of Employee

y/b

Date

10/12/88

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

O'Neill John P.

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar  
Crimes Section4. Critical Element # 3 as listed on the Plan.

4a. Descriptor:

Communication Skills

5. Rating Level: Exceptional

SSA O'Neill independently and on his own initiative has prepared written and oral communications which are clear, accurate and comprehensive, involving extremely sensitive public corruption cases. He consistently ensures that written and oral communications comprehensively address related issues of the highest complexity which impact on the unit. His communications consistently provide the necessary facts on which his superiors, peers and subordinates may formulate necessary courses of action. His communications with representatives of organizations outside the Bureau have been presented in a manner which has substantially enhanced the Bureau's reputation as an authoritative source of useful information.

6. Initials of Employee

Date

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'Neill John P.	2. Social Security Number 147-42-1004
--	--

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar  
Crimes Section

4. Critical Element # <u>4</u> as listed on the Plan.	4a. Descriptor: Liaison
---	----------------------------

5. Rating Level: Exceptional

SSA O'Neill has exhibited a high degree of diligence in developing and maintaining contact with representatives of organizations outside the Bureau. SSA O'Neill's liaison initiatives have substantially improved and broadened the existing lines of communication and have continually enhanced the attainment of the Public Corruption Unit objectives. SSA O'Neill has developed immediate and effective access to appropriate personnel within the Department of Justice. He has also developed and maintained effective lines of communication with members of congressional committee representatives.

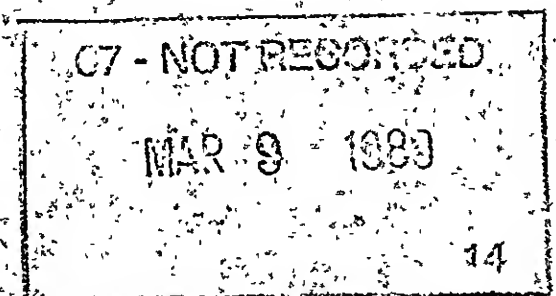
In his dealings with others, SSA O'Neill has consistently demonstrated a high degree of leadership and credibility.

SSA O'Neill's development of effective liaison with congressional staff members has resulted in the successful transmittal of necessary information concerning the proposed impeachment of a U.S. District Judge. This liaison allows for the FBI to relay necessary information without improper disclosure.


6. Initials of Employee  
gfb10/17/88  
Date

# NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>FINETTI JOHN P</b>				2. Social Security Number <b>147-42-1004</b>		3. Date of Birth <b>02-06-52</b>		4. Effective Date <b>01-01-89</b>			
<b>FIRST ACTION</b>				<b>SECOND ACTION</b>							
5-A. Code <b>894</b>		5-B. Nature of Action <b>PAY ADJ</b>		6-A. Code		6-B. Nature of Action					
5-C. Code		5-D. Legal Authority		6-C. Code		6-D. Legal Authority					
5-E. Code		5-F. Legal Authority		6-E. Code		6-F. Legal Authority					
7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-F0-713 160</b>				15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-F0-713 160</b>							
8. Pay Plan <b>GM</b>	9. Occ. Code <b>1811</b>	10. Grade or Level <b>14</b>	11. Step or Rate <b>00</b>	12. Salary <b>\$53682</b>	13. Pay Basis <b>PA</b>	16. Pay Plan <b>GM</b>	17. Occ. Code <b>1811</b>	18. Grade or Level <b>14</b>	19. Step or Rate <b>00</b>	20. Salary/Award <b>\$55884</b>	21. Pay Basis <b>PA</b>
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization <b>CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D.C.</b>					
<b>EMPLOYEE DATA</b>											
23. Veterans Preference <b>1</b> 1—None 3—10 Pt. Disab. 5—10 Pt. Other 2—5 Pt. 4—10 Pt. Comp. 6—10 Pt./30% Comp.						24. Tenure <b>1</b> 0—None 2—Conditional 1—Permanent 3—Indefinite		25. Agency Use		26. Veterans Preference for RIF <b>YES</b> <input type="checkbox"/> <b>NO</b> <input type="checkbox"/>	
27. FEGLI <b>B</b> <b>WAIVED</b>						28. Annuitant Indicator 1—Reempl. Ann-CS 3—RETM 5—RETM & CS 2—RETO 4—RETO & CS 9—Not Applicable		29. Pay Rate Determinant			
30. Retirement Plan <b>6</b> <b>CSRS-SPEC</b>				31. Service Comp. Date (Leave) <b>06-22-70</b>		32. Work Schedule <b>F</b> 1—Intermittent J—INT Seasonal F—Full-time G—FT Seasonal H—FT On Call P—Part-time Q—PT Seasonal R—PT On Call		33. Part-Time Hours Per Biweekly Pay Period			
<b>POSITION DATA</b>											
34. Position Occupied <b>2</b> 1—Competitive Service 3—SES General 2—Excepted Service 4—SES Career Reserved				35. FLSA Category <b>E</b> E—Exempt N—Nonexempt		36. Appropriation Code		37. Bargaining Unit Status			
38. Duty Station Code				39. Duty Station (City—County—State or Overseas Location)							
40. Agency Data		41.		42.		43.		44.			
45. Remarks <b>PAY ADJUSTMENT PURSUANT TO EXECUTIVE ORDER #12622 SIGNED 1-06-89.</b> <b>SALARY INCLUDES A FULL GENERAL INCREASE OF 4.1% BASED ON YOUR RATING OF FULLY SUCCESSFUL OR HIGHER.</b>											



RETAIN FORM FOR YOUR PERSONAL RECORDS

46. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>			50. Signature/Authentication and Title of Approving Official  <b>DIRECTOR</b>		
47. Agency Code	48. Personnel Office ID	49. Approval Date <b>01-13-89</b>			

**Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Cover Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL JOHN P.	2. Office of Assignment 0622 D6-PUB CORRUPTION
3. Social Security Number 147-42-1004	4. PMRS Indicator M1 M3 M4 <u>M5</u>
5. Position Title and Grade Supervisory Special Agent	6. Summary Rating Exceptional

7. Rating of Critical Element(s)

<u>E</u>	<u>E</u>	<u>E</u>	<u>E</u>			
# <u>1</u>	# <u>2</u>	# <u>3</u>	# <u>4</u>	#	#	#

8.

8/3/89  
 Date

b6  
b7C

9. I have reviewed and approved this appraisal. ( ) See my comments attached.

8/3/89  
 Date

10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and that a summary rating of Unacceptable may be the basis for my reassignment, reduction in grade, or removal. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

John P. O'Neill  
 Signature of Employee

67-679605-93

Searched.....Numbered.....

8/4/89 6 MAR 29 1990

Date

11. Type of Appraisal

- |  |  |
|--|--|
| A <input type="checkbox"/> Annual - Type<br>C<br>W<br>F<br>L<br>T <input checked="" type="checkbox"/> Special - Type<br>O<br>N<br>Q<br>D<br>B<br>K | <input type="checkbox"/> Regular<br><input type="checkbox"/> Conversion<br><input type="checkbox"/> Unacceptable - Warning<br><input type="checkbox"/> Warning Resolution<br><input type="checkbox"/> Delayed<br><input type="checkbox"/> Position Change<br><input checked="" type="checkbox"/> Change in Rating Official<br><input type="checkbox"/> Current Appraisal<br><input type="checkbox"/> Requested by FBIHQ<br><input type="checkbox"/> Conclusion of Detail<br><input type="checkbox"/> Unacceptable - Warning<br><input type="checkbox"/> Warning Resolution |
|--|--|

Date \_\_\_\_\_

Date \_\_\_\_\_

Date 8/15/89

Date \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

**PRAU USE ONLY**

Logged Bal 8/15

Reviewed Bal

Entered Bal

Verified \_\_\_\_\_

Printout \_\_\_\_\_

10 MAY 2 1990

PPSTFD, 4/16/87 PAPROG, PBSUPE, RECOMM, PC LIAS



**Instructions for Preparing the  
Performance Appraisal Report**  
**Cover Page**

RECEIVED  
AUG 7 4 11 PM '89  
PLS  
ASD SECTION

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

- Items 1-3 Self-explanatory.
- Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.
- Item 5 Self-explanatory.
- Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (Note: When any CE is rated Unacceptable, the summary rating must be Unacceptable.) For annual conversions, simply copy the summary rating from the prior special.
- Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.
- Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.
- Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.
- Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.
- Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.



FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee  O'NEILL JOHN P.	2. Social Security Number  147-42-1004
--	--

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar  
 Crimes Section

4. Critical Element # 1 as listed on the Plan. 4a. Descriptor:

Program/Resource Management

5. Rating Level: Exceptional

With very minimal administrative and policy supervision, SSA O'Neill has managed matters within the Public Corruption subprogram in an exceptionally effective and efficient manner. He has consistently anticipated potential variations/problems when developing management plans for the most complex matters and has developed and incorporated effective means to readily adjust to such changes. With a high degree of expertise and professionalism, SSA O'Neill has aggressively assisted numerous field divisions in their public corruption efforts. SSA O'Neill has analyzed problem areas and developed complex but effective solutions in matters relative to Congress' request of the FBI concerning their attempts to impeach U.S. District Judge [redacted] and U.S. District Judge [redacted]. This is particularly noteworthy as there is no precedent for the FBI's role in this type of matter.

b6  
b7C

SSA O'Neill has developed and utilized several systems of internal controls to assure that matters for which he is responsible are handled on a timely basis within the FBI's policies and procedures. SSA O'Neill has also effectively managed investigative matters involving several field divisions, ensuring that resources are utilized to the highest degree of efficiency while achieving the desired results.

6. Initials of Employee

Date

**INSTRUCTIONS FOR PREPARING THE  
PERFORMANCE APPRAISAL REPORT  
EVALUATION PAGE**

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, **and** the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., a description of it.

Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific**

NOTE: No accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning - Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve.

Item 6 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific**

NOTE: No accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not

employee's demonstrated performance concerning the CE, including **specific**  
NOTE: No accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

O'NEILL JOHN P.

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar  
Crimes Section4. Critical Element # 2 as listed on the Plan.

4a. Descriptor:

Supervision of Subordinates

5. Rating Level:

Exceptional

SSA O'Neill has effectively utilized a full range of personnel management techniques to work with his subordinates to ensure that individual assignments are completed in a manner which is to the best of the subordinates' abilities. He observes, evaluates, and corrects his subordinates through personal contact on a continuing basis. In doing so, he has recognized desirable and undesirable trends of activity and has provided timely advice or assistance. He has worked with his subordinates to assist them in developing more effective and efficient procedures by which to accomplish their tasks.

6. Initials of Employee

Date

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <b>O'NEILL JOHN P.</b>	2. Social Security Number <b>147-42-1004</b>
---	---

3. Specify general nature of assignment during most of the appraisal period.

**Supervisory Special Agent, Public Corruption Unit, White-Collar Crimes Section**4. Critical Element # 3 as listed on the Plan. 4a. Descriptor:**Communication Skills**5. Rating Level: **Exceptional**

SSA O'Neill independently and on his own initiative has prepared written and oral communications which are clear, accurate and comprehensive, involving extremely sensitive public corruption cases. He consistently ensures that written and oral communications comprehensively address related issues of the highest complexity which impact on the unit. His communications consistently provide the necessary facts on which his superiors, peers, and subordinates may formulate necessary courses of action. His communication with representatives of organizations outside the Bureau have been presented in a manner which has substantially enhanced the Bureau's reputation as an authoritative source of useful information.

6. Initials of Employee

Date

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <b>O'NEILL JOHN P.</b>	2. Social Security Number <b>147-42-1004</b>
---	---

3. Specify general nature of assignment during most of the appraisal period.

**Supervisory Special Agent, Public Corruption Unit, White-Collar Crimes Section**4. Critical Element # 4 as listed on the Plan. 4a. Descriptor:**Liaison**5. Rating Level: **Exceptional**

SSA O'Neill has exhibited a high degree of diligence in developing and maintaining contact with representatives of organizations outside the Bureau. SSA O'Neill's liaison initiatives have substantially improved and broadened the existing lines of communication and have continually enhanced the attainment of the Public Corruption Unit objectives. SSA O'Neill has developed immediate and effective access to appropriate personnel within the Department of Justice. He has also developed and maintained effective lines of communication with members of congressional committee representatives.

In his dealing with others, SSA O'Neill has consistently demonstrated a high degree of leadership and credibility.

SSA O'Neill's development of effective liaison with congressional staff members has resulted in the successful transmittal of necessary information concerning the proposed impeachment of a U.S. District Judge. This liaison allows for the FBI to relay necessary information without improper disclosure.

6. Initials of Employee

Date

1 4  
10/10/89

UNCLAS E F T O

2123/178/284  
ROUTINE

FM DIRECTOR FBI

John P. O'Neill

TO ALL FBI FIELD OFFICES/ROUTINE/

ALL LEGATS/ROUTINE/

BT

UNCLAS E F T O

CITE: //0045//

PASS: PERSONAL ATTENTION ALL SACS; PERSONAL ATTENTION ALL  
LEGATS.

SUBJECT: CAREER BOARD SELECTIONS, CAREER DEVELOPMENT PROGRAM.

THE FBIHQ MID-LEVEL CAREER BOARD MET ON AUGUST 24, 1989,  
AND THE FOLLOWING SPECIAL AGENTS WERE SELECTED FOR THE  
POSITIONS AS DESIGNATED:

[REDACTED] CURRENTLY ASSIGNED TO THE INSPECTION  
DIVISION, HAS BEEN DESIGNATED UNIT CHIEF, COUNTERTERRORISM  
PLANNING UNIT, COUNTERTERRORISM SECTION, CRIMINAL INVESTIGA-  
TIVE DIVISION.

LKJ:RAR

10/10/89 7110

5606

- 1 - MR. CLARKE  
1 - MR. OTTO 1 - [REDACTED]  
1 - EACH ASSISTANT DIRECTOR  
1 - EACH SPEC. ASST. TO THE DIRECTOR (5)  
1 - MANAGEMENT SCIENCE UNIT, FBI ACADEMY  
(ATTN: SSA [REDACTED])  
1 - CONGRESSIONAL AFFAIRS OFFICE  
1 - OLIA  
1 - MEDIA SERVICES OFFICE  
1 - MANUALS DESK  
1 - [REDACTED] ROOM 6888

FEDERAL BUREAU OF INVESTIGATION  
COMMUNICATIONS CENTER

1045MR

OCT 18 1989

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6 MAR 13 1990

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2

[REDACTED] CURRENTLY ASSIGNED TO THE TECHNICAL SERVICES DIVISION, HAS BEEN DESIGNATED SUPERVISOR, TERRORIST RESEARCH AND ANALYTICAL CENTER, COUNTERTERRORISM SECTION, CRIMINAL INVESTIGATIVE DIVISION.

[REDACTED] CURRENTLY ASSIGNED TO THE SAN DIEGO DIVISION; [REDACTED] CURRENTLY ASSIGNED TO THE HOUSTON DIVISION; AND [REDACTED] CURRENTLY ASSIGNED TO THE BOSTON DIVISION, HAVE BEEN DESIGNATED SUPERVISORS, INFORMATION AND PRIVACY ACTS LITIGATION UNIT, ~~X~~LEGAL COUNSEL DIVISION.

[REDACTED] CURRENTLY ASSIGNED TO THE BALTIMORE DIVISION, HAS BEEN DESIGNATED SUPERVISOR, PROGRAM EVALUATIONS UNIT, OFFICE OF PROGRAM EVALUATIONS AND AUDITS, ~~X~~INSPECTION DIVISION.

[REDACTED] CURRENTLY ASSIGNED TO THE CRIMINAL INVESTIGATIVE DIVISION, HAS BEEN DESIGNATED SSRA, GARY RESIDENT AGENCY, ~~X~~INDIANAPOLIS <sup>FD</sup>DIVISION.

[REDACTED] CURRENTLY ASSIGNED TO THE PHILADELPHIA DIVISION, HAS BEEN DESIGNATED SUPERVISOR, INTERSTATE THEFT AND GOVERNMENT RESERVATIONS SQUAD, ~~X~~PHILADELPHIA <sup>FD</sup>DIVISION.

[REDACTED] CURRENTLY ASSIGNED TO THE SAN

ANTONIO DIVISION, HAS BEEN DESIGNATED SUPERVISOR, MC ALLEN,  
TEXAS, RESIDENT AGENCY.

[REDACTED] CURRENTLY ASSIGNED TO THE ADMINISTRATIVE  
SERVICES DIVISION, HAS BEEN DESIGNATED SUPERVISOR, SQUAD 3,  
SEATTLE DIVISION.

THE FOLLOWING SUPERVISORY SPECIAL AGENTS HAVE BEEN  
DESIGNATED INSPECTOR'S AIDES, OFFICE OF INSPECTIONS, INSPECTION  
DIVISION: JOHN P. O'NEILL, [REDACTED]  
AND [REDACTED] ALL OF THE CRIMINAL INVESTIGATIVE  
DIVISION; [REDACTED] ASSIGNED TO THE OFFICE OF LIAISON AND  
INTERNATIONAL AFFAIRS; [REDACTED] ASSIGNED TO THE  
INSPECTION DIVISION; AND [REDACTED] ASSIGNED TO THE  
INTELLIGENCE DIVISION.

THE FOLLOWING SUPERVISORY SPECIAL AGENTS HAVE BEEN  
DESIGNATED INSPECTOR'S AIDES-IN-PLACE, OFFICE OF INSPECTIONS,  
INSPECTION DIVISION: [REDACTED] ALBUQUERQUE  
DIVISION; [REDACTED] PHILADELPHIA DIVISION; [REDACTED]  
HOUSTON DIVISION; [REDACTED] INDIANAPOLIS DIVISION;  
[REDACTED] SAN DIEGO DIVISION; [REDACTED] NEW  
YORK DIVISION; [REDACTED] WASHINGTON METROPOLITAN FIELD

OFFICE; AND [REDACTED] MEMPHIS DIVISION.

ASSISTANT DIRECTORS, SACS, AND LEGATS ARE TO APPROPRIATELY  
POST AND/OR DUPLICATE THIS TELETYPE TO ENSURE THAT THE CAREER  
BOARD SELECTIONS ARE MADE AVAILABLE TO CAREER DEVELOPMENT  
APPLICANTS AND OTHER INTERESTED EMPLOYEES.

BT

1

RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

Date 2/23/90

I certify that I have received and/or returned the Government property acknowledged below for official use:

RECEIVED: ☒

FBI IDENTIFICATION CARD NO. \_\_\_\_\_

HANDBOOK FOR FBI EMPLOYEES \_\_\_\_\_

SPECIAL EMPLOYEE CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT BADGE NO. \_\_\_\_\_

KEY NO. \_\_\_\_\_ HOOK NO. \_\_\_\_\_ ROOM NO. \_\_\_\_\_

U.S. GOVERNMENT OPERATORS CARD NO. \_\_\_\_\_

OTHER Multicom Beeper # 201719RETURNED: ☒Reason for Returning: ☐ Absence for Maternity Reasons ☒ Transfer ☐ Military Leave ☐ Resignation ☐ Retiring

FBI IDENTIFICATION CARD NO. \_\_\_\_\_

HANDBOOK FOR FBI EMPLOYEES \_\_\_\_\_

SPECIAL EMPLOYEES CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT BADGE NO. \_\_\_\_\_

KEY NO. \_\_\_\_\_ HOOK NO. \_\_\_\_\_ ROOM NO. \_\_\_\_\_

U.S. GOVERNMENT OPERATORS CARD NO. \_\_\_\_\_

OTHER Multicom Beeper # 2017196666-3702

67 - NOT RECORDED

FEB 24 1990

11

## READ

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed.

DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

(Signature)

(Typed name)

(SSN.)

John P. O'NeillJohn P. O'Neill147-42-1004

3/iao

14 FEB 27 1990 M

1

4

1/19/90

UNCLAS

IMMEDIATE

FM DIRECTOR FBI

TO FBI NEW YORK/IMMEDIATE/

FBI ALBUQUERQUE/IMMEDIATE/

FBI BALTIMORE/IMMEDIATE/

FBI BOSTON/IMMEDIATE/

FBI BUFFALO/IMMEDIATE/

FBI COLUMBIA/IMMEDIATE/

FBI DALLAS/IMMEDIATE/

FBI DENVER/IMMEDIATE/

FBI HONOLULU/IMMEDIATE/

FBI INDIANAPOLIS/IMMEDIATE/

FBI MEMPHIS/IMMEDIATE/

FBI MILWAUKEE/IMMEDIATE/

FBI NORFOLK/IMMEDIATE/

FBI PHILADELPHIA/IMMEDIATE/

FBI SAN DIEGO/IMMEDIATE/

FBI SAN FRANCISCO/IMMEDIATE/

*O'Neill, John P.*

67-NOT RECORDED

JAN 24 1990

04

DPM:FA (54)

1/19/90

7837

5308

1 - MR. CLARKE

1 - MR. BAKER

1 -

1 -

2 -

1 -

1 -

1 -

1 -

1 -

42

TRAINING FOLDER  
PERSONNEL FILES OF  
CAPTIONED EMPLOYEES

b6  
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*cf*  
JAN 24 1990

2

FBI SAN JUAN/IMMEDIATE/

FBI TAMPA/IMMEDIATE/

FBI WMFO/IMMEDIATE/

BT

UNCLAS

CITE: //1011//

SUBJECT: OFFICE OF INSPECTIONS, TRAINING SEMINAR, 3/12/90 -  
3/16/90.

TRAINING FOR NEW INSPECTORS-IN-PLACE, INSPECTOR'S  
AIDES-IN-PLACE, AND INSPECTOR'S AIDES WILL BE CONDUCTED  
3/13/90 - 3/16/90. ATTENDANCE AT A SCHEDULED TRAINING SESSION  
IS MANDATORY PRIOR TO CONSIDERATION FOR FUTURE INSPECTION  
ASSIGNMENTS.

THIS SEMINAR IN INSPECTION POLICY AND PROCEDURES IS  
SCHEDULED TO BEGIN AT 9:00 A.M. ON 3/13/90, IN ROOM 1228,  
J. EDGAR HOOVER BUILDING, AND CONCLUDE AT NOON ON 3/16/90.

ATTENDEES SHOULD PLAN TO ARRIVE MONDAY, 3/12/90. TRAVEL  
COSTS MUST BE CHARGED TO RESPECTIVE FIELD OFFICE COST CODES.



3

RESERVATIONS FOR ATTENDEES HAVE BEEN MADE AT THE DUPONT PLAZA HOTEL, 1500 NEW HAMPSHIRE AVENUE, NORTHWEST, WASHINGTON, D.C. 20036, TELEPHONE NUMBER (202) 483-6000. BY JANUARY 25, 1990, PARTICIPANTS SHOULD CONTACT [REDACTED] RESERVATIONS MANAGER, AND A CREDIT CARD NUMBER PROVIDED TO ENSURE A CONFIRMED RESERVATION. A RATE OF [REDACTED] PER DAY HAS BEEN ARRANGED. THE DUPONT CIRCLE METRO STATION IS LOCATED ONE AND ONE-HALF BLOCKS FROM THE HOTEL. ANY QUESTIONS REGARDING THIS TRAINING SHOULD BE DIRECTED TO SSA [REDACTED] EXTENSION 5305, FBIHQ.

THE FOLLOWING PERSONNEL HAVE BEEN SELECTED TO ATTEND CAPTIONED IN-SERVICE:

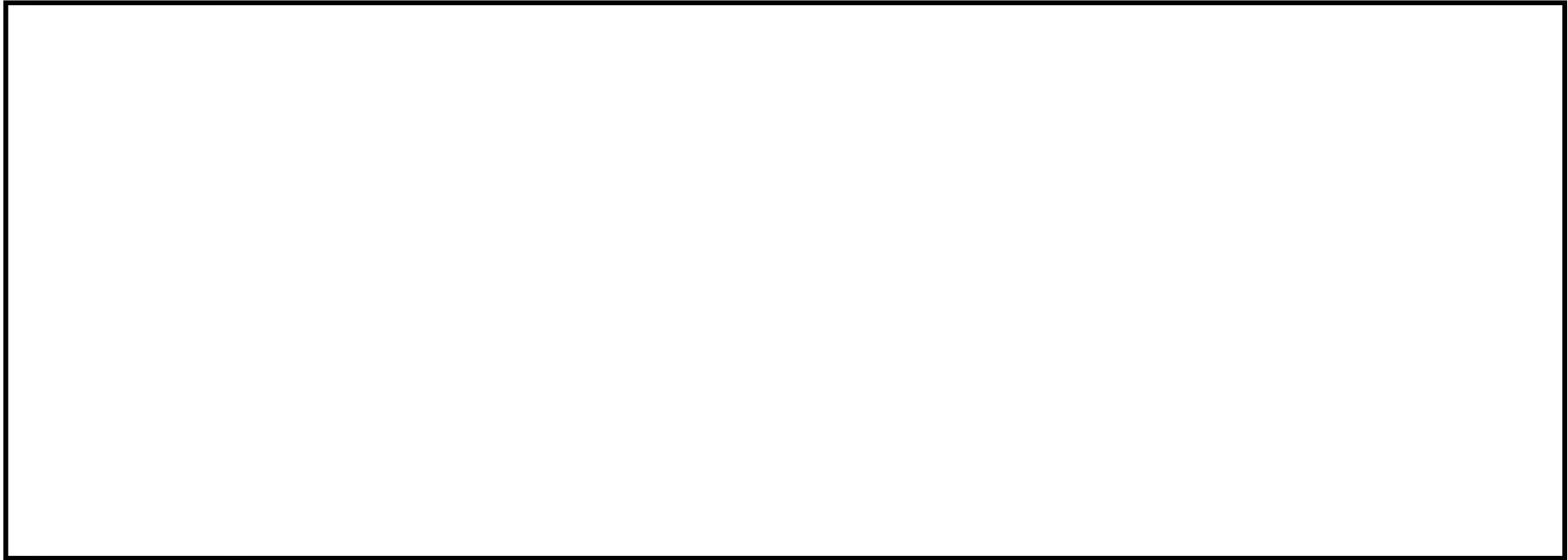
INSPECTORS-IN-PLACE: [REDACTED] THOMAS J. COYLE (DN); WILLIAM J. ESPOSITO (BA); [REDACTED]

[REDACTED]

AND JOSEPH R. WOLFINGER (NF).

INSPECTOR'S AIDES-IN-PLACE: [REDACTED]

[REDACTED]



b6  
b7C

INSPECTOR'S AIDES:



WILLIAM C. MEGARY; JOHN P.

O'NEILL;



BT

|

## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>O'NEILL JOHN P</b>						2. Social Security Number <b>147-42-1004</b>		3. Date of Birth <b>02-06-52</b>		4. Effective Date <b>01-14-90</b>	
<b>FIRST ACTION</b>						<b>SECOND ACTION</b>					
5-A. Code <b>894</b>		5-B. Nature of Action <b>PAY ADJ</b>				6-A. Code		6-B. Nature of Action			
5-C. Code <b>FBI</b>		5-D. Legal Authority <b>28 U.S.C. 536</b>				6-C. Code		6-D. Legal Authority			
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-713 250</b>						15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-713 250</b>					
8. Pay Plan <b>GM</b>		9. Occ. Code <b>1811</b>		10. Grade or Level <b>14</b>		11. Step or Rate <b>00</b>		12. Salary <b>57,504.00</b>		13. Pay Basis <b>PA</b>	
16. Pay Plan <b>GM</b>		17. Occ. Code <b>1811</b>		18. Grade or Level <b>14</b>		19. Step or Rate <b>00</b>		20. Salary/Award <b>59,574.00</b>		21. Pay Basis <b>PA</b>	
14. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION INSPECTION DIVISION WASHINGTON, D. C. 1011</b>						22. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION INSPECTION DIVISION WASHINGTON, D. C. 1011</b>					
<b>EMPLOYEE DATA</b>											
23. Veterans Preference <b>1</b> 1—None 3—10 Point/Disability 5—10 Point/Other 2—5 Point 4—10 Point/Compensable 6—10 Point/Compensable/30%						24. Tenure <b>1</b> 0—None 2—Conditional 1—Permanent 3—Indefinite		25. Agency Use		26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
27. FEGLI <b>B WAIVED</b>						28. Annuitant Indicator <b>9</b>		29. Pay Rate Determinant <b>0</b>			
30. Retirement Plan <b>6 CSRS-SPEC</b>		31. Service Comp. Date (Leave) <b>06-22-70</b>		32. Work Schedule <b>F</b> I—Intermittent J—INT Seasonal F—Full-time G—FT Seasonal H—FT On Call P—Part-time Q—PT Seasonal R—PT On Call		33. Part-Time Hours Per Biweekly Pay Period					
<b>POSITION DATA</b>											
34. Position Occupied <b>2</b> 1—Competitive Service 3—SES General 2—Excepted Service 4—SES Career Reserved				35. FLSA Category <b>E</b> E—Exempt N—Nonexempt		36. Appropriation Code				37. Bargaining Unit Status	
38. Duty Station Code				39. Duty Station (City—County—State or Overseas Location)							
40. Agency Data		41.		42. <b>EFF HR: BOB</b>		43.		44.			
45. Remarks <b>PAY ADJUSTMENT PURSUANT TO EXECUTIVE ORDER #12698 SIGNED 12-23-89</b>											

RECORDED  
FEB 15 1990  
18

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>			50. Signature/Authentication and Title of Approving Official <b>WILLIAM S. SESSIONS DIRECTOR</b>		
47. Agency Code	48. Personnel Office ID	49. Approval Date <b>01-14-90</b>			

18 FEB 15 1990

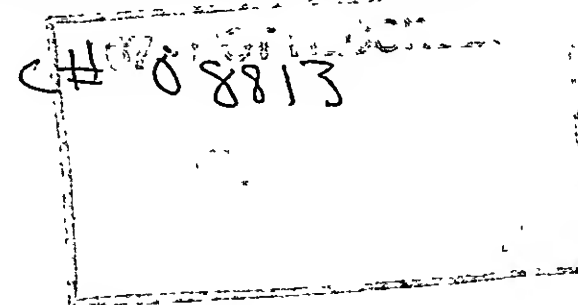
RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

Date 10/24/89 rw

I certify that I have ☐ received ☒ returned the following Government property for official use:

3 hrs

Div 6 aqht TOT D-10



Reason for Returning: ☐ Absence for Maternity Reasons ☐ Military Leave ☐ Resignation  
☐ Retiring ☐ Transfer

**READ**

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed  
**DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.**

Very truly yours,

(Signature) *J. P. O'Neill*

(Typed name) JOHN P. O'NEILL

3 FEB 16 1990

53

RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

Date 10/27/89 rws

I certify that I have ☒ received ☐ returned the following Government property for official use:

3 hrs

C-1 15671

D-10 agt TIF D-6

Reason for Returning: ☐ Absence for Maternity Reasons ☐ Military Leave ☐ Resignation  
☐ Retiring ☐ Transfer

READ

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed  
DO NOT MARK OR WRITE ON IT OR MUTILATE IT  
IN ANY WAY.

Very truly yours,

(Signature) J. O'NEIL  
(Typed name) JOHN P. O'NEIL

FEB 16 1990

53

October 19, 1989

PERSONAL

0  
Mr. John P. O'Neill  
Federal Bureau of Investigation  
Washington, D. C.

Dear Mr. O'Neill:

You are hereby directed to report to [REDACTED]  
Inspection Division, Room 7125, for assignment as an Inspector's  
Aide.

Sincerely yours,

181  
Edwin J. Sharp  
Assistant Director  
Administrative Services Division

1 - [REDACTED] (Personal Attention) (67-679605) Advise arrival date.  
1 - Mr. Baker (Personal Attention) SA O'Neill should contact Property  
Accounting Systems Unit, Room 1B122, regarding Bureau property.  
Advise by FD-67 within 30 days departure and arrival dates.  
1 - PPMU (Sent Direct)  
1 - Payroll Distribution  
1 - Voucher Unit  
1 - Property Accounting Systems Unit  
1 - Facilities Management & Security Section  
RAN:dg (11)  
Based on memorandum from [REDACTED] to Mr. Sharp, 10/6/89, LKY:rar.

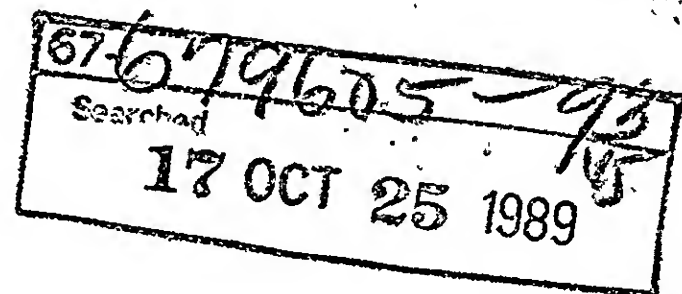
MAILED 23

OCT 23 1989

Exec AD Adm. \_\_\_\_\_  
Exec AD Inv. \_\_\_\_\_  
Exec AD LES \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Off. Cong. &  
Public Affs. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Off. Liaison &  
Int. Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

MAIL ROOM

145  
5-NOV 28 1989






**Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Plan - Notice Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <u>O'NEILL, JOHN P.</u>	2. Social Security Number <u>147-42-1004</u>
3. Position Title and Grade <u>INSPECTOR'S AIDE, GM-14</u>	4. Office of Assignment <u>Office of Inspections Inspection Division</u>

This Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

5. Sign 	<u>10/23/89</u> Date
6. Signature of Reviewing Official	<u>10/23/89</u> Date

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level on any element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer and that performance resulting in a summary rating below the Fully Successful level may be the basis for a zero merit increase. In addition, I am aware that Unacceptable performance on any element may be the basis for my reassignment, reduction in grade, or removal.

7. <u>John P. O'Neill</u> Signature of Employee	<u>10/23/89</u> Date
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**Plan Modification**

The attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

8. Signature of Rating Official	<u>NOV 9 1989</u> Date
9. Signature of Reviewing Official	<u>14</u> Date

I have been advised of this modification to my Plan and am aware that the consequences of my performance as specified above continue to apply.

10. Signature of Employee	Date
---------------------------	------

**PRAU USE ONLY**

Logged: \_\_\_\_\_

*enter SB 11/2*

CE	Type	Code	Cat.	Reviewed	Accepted/ Rejected
1	✓	PFOBTA	A	SCB 11/2/89	OK
2	✓	PERECO	A	SCB 11/2/89	OK

Review not completed due to:

Plan superseded \_\_\_\_\_  
 Grade change \_\_\_\_\_  
 Reassignment \_\_\_\_\_  
 Ceased duty \_\_\_\_\_

**THREE**

14 NOV 9 1989

RECEIVED

OCT 24 10 32 AM '89

## Instructions for Preparing the Notice Page

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. **Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process.** A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page. No submission to the PRAU is necessary.

Items 8-10 of the retained office copy are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. **Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.**

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee  
 O'NEILL, JOHN P.

2. Social Security Number

147-42-1004

3. Critical Element # 1: OBTAIN AND ANALYZE INFORMATION: Develop and analyze information relative to the overall management and direction of investigative and administrative operations at Headquarters, field divisions, Legal Attaches, and any other specifically assigned projects. Based on information developed, formulate decisions and/or recommendations as to an office's or program's compliance with applicable statutory, regulatory, and policy requirements; means to correct deficiencies; and/or means to improve operations.

4. (a) ☒ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

With general direction and in accordance with inspection and/or project guidelines, gathers and analyzes information pertinent to assigned areas within established time frames. Identifies relevant issues and conducts additional research in overlapping areas in order to make sound determinations as to the effective and efficient operation of the programs or entities being reviewed. Conclusions reached are supportable by documentable information and are formulated on a timely basis.

Fully Successful

Completely meets the minimally acceptable standards and exceeds them in that guidelines are appropriately interpreted and applied to issues of a complex nature which may involve overlapping areas of concern. Sound decisions and/or recommendations are made regarding the effectiveness and efficiency of the audit area assigned within the established time frames. Decisions and/or recommendations made are generally accepted without significant modifications.

Superior

Completely meets the fully successful standards and exceeds them in that appropriate interpretation of guidelines is made in those instances in which the issues are unusually complex and often overlap other areas of concern. Sound decisions and/or recommendations are made with respect to these issues in advance of established deadlines and are accepted/approved without significant modification. The decisions and/or recommendations made may have a significant impact on the effectiveness and efficiency of an operation in the office under inspection or any other entities with comparable programs.

MB  
 6. Initials of Employee

10-23-89

Date

THREE

**INSTRUCTIONS  
FOR PREPARING THE CRITICAL ELEMENT  
AND PERFORMANCE STANDARDS PAGE**

This Page is used to record a single critical element (CE) and its performance standards (PSs) and must be attached to a Notice Page (FD-698). Together these Pages comprise a Performance Plan. With the exception of initials and dates, the information on this form must be typewritten.

Items 1-2 Self-explanatory.

Item 3 Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary (see Item 4 below). If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, at the outset of an appraisal period, CEs should be numbered consecutively beginning with #1.

Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 4 Item 4(a) must be marked when an entirely new Plan is communicated to an employee.

Item 4(b) must be marked when an existing CE and/or its PSs are adjusted to expand or clarify previously expressed information but there is no substantive change in the performance level requirements. Reuse the original CE number.

Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6 Self-explanatory.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

O'NEILL, JOHN P.

2. Social Security Number

147-42-1004

3. Critical Element # 2: RECORDING AND REPORTING INFORMATION: Provide oral and written communications regarding the information developed and analyzed during the course of inspection or project to Bureau management officials or other appropriate individuals.

4. (a) ☒ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

Makes oral presentations which are usually articulated in a logical, clear manner inclusive of necessary facts and critical information. Prepares written communications which clearly present the results of the independent development and analysis of information obtained during the course of inspection or projects and which confirm previous oral representations. Written communications are grammatically correct, concise, and can generally withstand close scrutiny for sufficiency of content, soundness, and supportability of conclusions but which may require some revisions before final approval. Both oral and written communications are presented within established deadlines.

Fully Successful

Completely meets the minimally acceptable standards and exceeds them in that oral presentations are well articulated in such a manner as to enhance the acceptance of the information to be subsequently communicated in written form. Written communications are generally accepted without revision.

Superior

Completely meets the fully successful standards and exceeds them in that oral presentations are made in such a manner as to convince the receiving official of the legitimacy of the information being conveyed and the appropriateness of the course of action being recommended. Written communications which serve to confirm information orally presented are often submitted in advance of established deadlines.

6. Initials of Employee

*JD*

Date

10-23-89

THREE



## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>	2. Social Security Number <b>147-42-1004</b>	3. Date of Birth <b>02-06-52</b>	4. Effective Date <b>10-22-89</b>
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FIRST ACTION		SECOND ACTION	
5-A. Code <b>901</b>	5-B. Nature of Action <b>RELOCATION</b>	6-A. Code	6-B. Nature of Action
5-C. Code <b>FBI</b>	5-D. Legal Authority <b>28 U.S.C. 536</b>	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-F0-713 230</b>						15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-F0-713 250</b>					
8. Pay Plan <b>GM</b>	9. Occ. Code <b>1811</b>	10. Grade or Level <b>14</b>	11. Step or Rate <b>00</b>	12. Salary <b>57,504.00</b>	13. Pay Basis <b>PA</b>	16. Pay Plan <b>GM</b>	17. Occ. Code <b>1811</b>	18. Grade or Level <b>14</b>	19. Step or Rate <b>00</b>	20. Salary/Award <b>57,504.00</b>	21. Pay Basis <b>PA</b>
14. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.</b>						22. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION INSPECTION DIVISION 1011 WASHINGTON, D. C.</b>					

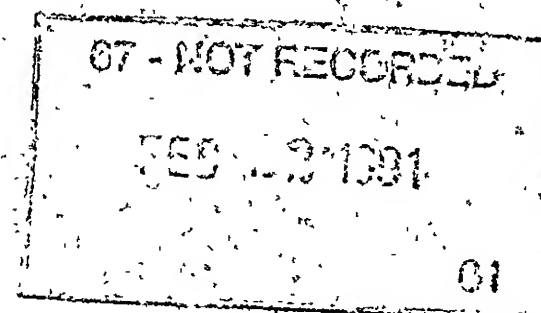
23. Veterans Preference <b>1</b> 1—None 3—10 Point/Disability 5—10 Point/Other 2—5 Point 4—10 Point/Compensable 6—10 Point/Compensable/30%				24. Tenure <b>1</b> 0—None 2—Conditional 1—Permanent 3—Indefinite		25. Agency Use		26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
27. FEGLI <b>8</b> <b>WAIVED</b>				28. Annuitant Indicator <b>9</b>		29. Pay Rate Determinant <b>0</b>		33. Part-Time Hours Per Biweekly Pay Period	
30. Retirement Plan <b>0</b> <b>CSRS-SPEC</b>		31. Service Comp. Date (Leave) <b>06-22-70</b>		32. Work Schedule <b>F</b> I—Intermittent J—INT Seasonal F—Full-time G—FT Seasonal H—FT On Call P—Part-time O—PT Seasonal R—PT On Call					

34. Position Occupied <b>2</b> 1—Competitive Service 3—SES General 2—Excepted Service 4—SES Career Reserved		35. FLSA Category <b>E</b> E—Exempt N—Nonexempt		36. Appropriation Code		37. Bargaining Unit Status	
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38. Duty Station Code		39. Duty Station (City—County—State or Overseas Location)	
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40. Agency Data	41.	42.	43.	44.
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45. Remarks
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PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>			50. Signature/Authentication and Title of Approving Official <b>WILLIAM S. SESSIONS DIRECTOR</b>	
47. Agency Code	48. Personnel Office ID	49. Approval Date <b>11-03-89</b>		



## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>	2. Social Security Number <b>147-42-1004</b>	3. Date of Birth <b>02-06-52</b>	4. Effective Date <b>10-08-89</b>
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### FIRST ACTION

5-A. Code <b>891</b>	5-B. Nature of Action <b>PMRS MERIT INC</b>
5-C. Code <b>FBI</b>	5-D. Legal Authority <b>28 U.S.C. 536</b>
5-E. Code	5-F. Legal Authority

### SECOND ACTION

6-A. Code	6-B. Nature of Action
6-C. Code	6-D. Legal Authority
6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-713 230</b>	15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-713 230</b>
--	---

8. Pay Plan <b>GM</b>	9. Occ. Code <b>1811</b>	10. Grade or Level <b>14</b>	11. Step or Rate <b>00</b>	12. Salary <b>55,884.00</b>	13. Pay Basis <b>PA</b>	16. Pay Plan <b>GM</b>	17. Occ. Code <b>1811</b>	18. Grade or Level <b>14</b>	19. Step or Rate <b>00</b>	20. Salary/Award <b>57,504.00</b>	21. Pay Basis <b>PA</b>
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14. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.</b>	22. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.</b>
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### EMPLOYEE DATA

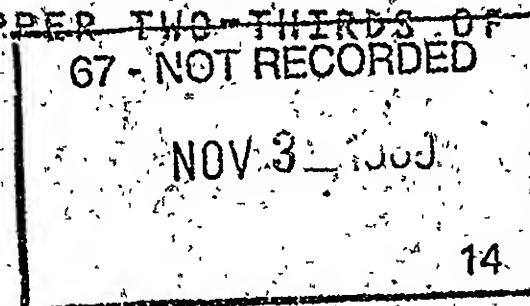
23. Veterans Preference <b>1</b> 1—None 3—10 Point/Disability 5—10 Point/Other 2—5 Point 4—10 Point/Compensable 6—10 Point/Compensable/30%	24. Tenure <b>1</b> 0—None 2—Conditional 1—Permanent 3—Indefinite	25. Agency Use	26. Veterans Preference for RIF <input checked="" type="checkbox"/> YES <input checked="" type="checkbox"/> NO
27. FEGLI <b>B</b> <b>WAIVED</b>	28. Annuitant Indicator <b>9</b>	29. Pay Rate Determinant <b>U</b>	
30. Retirement Plan <b>0</b> <b>CSRS-SPEC</b>	31. Service Comp. Date (Leave) <b>06-22-70</b>	32. Work Schedule <b>F</b> F—Full-time G—FT Seasonal H—FT On Call P—Part-time Q—PT Seasonal R—PT On Call	33. Part-Time Hours Per Biweekly Pay Period

### POSITION DATA

34. Position Occupied <b>2</b> 1—Competitive Service 3—SES General 2—Excepted Service 4—SES Career Reserved	35. FLSA Category <b>E</b> E—Exempt N—Nonexempt	36. Appropriation Code	37. Bargaining Unit Status
38. Duty Station Code	39. Duty Station (City—County—State or Overseas Location)		

40. Agency Data	41.	42. <b>EFF HR: 808</b>	43.	44.
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45. Remarks <b>SALARY INCLUDES A FULL MERIT INCREASE OF \$1620.00 BASED ON YOUR ANNUAL RATING OF EXCEPTIONAL AND YOUR SALARY'S LOCATION IN THE UPPER TWO-THIRDS OF THE RATE RANGE OF YOUR GRADE</b>
--

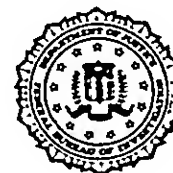


PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>	50. Signature/Authentication and Title of Approving Official <b>WILLIAM S. SESSIONS DIRECTOR</b>
47. Agency Code	48. Personnel Office ID
49. Approval Date <b>10-09-89</b>	

14 NOV 3 1989

# Memorandum



Exec AD Adm. \_\_\_\_\_  
 Exec AD Inv. \_\_\_\_\_  
 Exec AD LES \_\_\_\_\_  
 Asst. Dir.:  
 Adm. Servs. \_\_\_\_\_  
 Crim. Inv. \_\_\_\_\_  
 Ident. \_\_\_\_\_  
 Insp. \_\_\_\_\_  
 Intell. \_\_\_\_\_  
 Lab. \_\_\_\_\_  
 Legal Coun. \_\_\_\_\_  
 Off. Cong. & Public Affs. \_\_\_\_\_  
 Rec. Mgnt. \_\_\_\_\_  
 Tech. Servs. \_\_\_\_\_  
 Training \_\_\_\_\_  
 Telephone Rm. \_\_\_\_\_  
 Director's Sec'y \_\_\_\_\_

b6  
b7C

To : Mr. Sharp *ESB*  
 From : [Redacted] Chairman  
 FBIHQ Mid-Level Career Board  
 Subject : INSPECTOR'S AIDES (7)  
 OFFICE OF INSPECTIONS  
 INSPECTION DIVISION

Date 10/6/89

*X* CAREER DEVELOPMENT PROGRAM FOR  
 SUPERVISORY AND PROFESSIONAL PERSONNEL

The following individuals were recommended and approved for the position of Inspector's Aides:

<u>Name</u>	<u>Division of Assignment</u>
SSA John P. <i>O</i> 'Neill	Criminal Investigative
SSA <span style="border: 1px solid black; padding: 2px;">[Redacted]</span>	Criminal Investigative
SSA <span style="border: 1px solid black; padding: 2px;">[Redacted]</span>	Criminal Investigative
SSA <span style="border: 1px solid black; padding: 2px;">[Redacted]</span>	OLIA - INTERPOL
SSA <span style="border: 1px solid black; padding: 2px;">[Redacted]</span>	Criminal Investigative
<i>Handle Pmu</i> - SSA <span style="border: 1px solid black; padding: 2px;">[Redacted]</span>	Inspection Division
SSA <span style="border: 1px solid black; padding: 2px;">[Redacted]</span>	Intelligence Division

## RECOMMENDATION:

Administrative Services Division prepare the necessary communications to effect the above action.

1 - [Redacted]  
 1 - Mr. Baker  
 1 - [Redacted]  
 1 - [Redacted]

LKY:rar  
(5)

APPROVED: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Transfer letter prepared  
 dated 10-19-89 by RAN *dg*

5-NOV 17 1989 13

*dg*

## SUPERVISORY VACANCY REQUEST FORM

To: Director, FBI Attn: Chairman, Career Board, Room 7142 *g/lem*  
 From: Assistant Director, Criminal Investigative Division  
 Subject: CAREER DEVELOPMENT VACANCY

Criminal Investigative Division  
 (Title of Field/Hq Division Advertising Vacancy)

Public Corruption Unit  
 (Squad or Unit)

John P. O'Neill  
 (Name of Agent Applying)

Reference Bureau teletype dated July 7, 1989  
 (Title of communication advertising vacancy)

1. EOD 7/22/70 (Clerk); 7/6/76 (SA)
2. Education (Year/Field of Study): 1974 B.S.; 1978 Masters of Forensic Science
3. EOD Current Division: N/A
4. EOD FBIHQ (Division, Section, Unit): 4/7/87, Div 6, WCCS
5. Field Supervisor (Date approved) 7/6/83  
MAP (Date of attendance): 8/16-27/81
6. Previous Assignments (Identify divisions, dates of assignment and work specialty, i.e., WCC, FCI, OC, General Property etc.):

Division	Begin/End Date	Work Specialty
Baltimore	10/76 - 4/78	SA/FCI
Baltimore	4/78 - 2/83	SA/Organized Crime
Baltimore	2/83 - 4/87	SSA/Public Corruption/ Labor Racketeering Squad
FBIHQ - Div 6	4/87 - present	SSA/Public Corruption Unit, White-Collar Crimes Section, Criminal Investigative Div.

*See memo [redacted] to Sharp 9/20/89. lem*

7. Bureau Specialties: Public Corruption Seminars, FBI Supervisor Management Seminar - Comprehensive, Bureau Management Training Level II, Corruption of Public Officials Conferences, Organized Crime Regional Training Conferences, Crisis Management School, Executive Stress Management, Toxic Waste Matters Training.

8. Pre-FBI Experience: Fingerprint Technician, Identification Division, FBIHQ, 7/70 through 7/75. Research Analyst, FOIPA, Records Management Division, FBIHQ, 7/75 through 6/76.

- ① - Chairman, Career Board Rm 7142 (sent direct)  
 1 - Chief, White-Collar Crimes Section (sent direct) *3/s:lem*

(Continued on Page 2)

18 OCT 11 1989 18

9. Concise narrative of investigative experience (highlight investigative duties and accomplishments). Upon arrival at Baltimore, I was assigned to FCI responsibilities and within approximately one year developed and managed an undercover operation successfully targeting a specific area of FCI interest. In 1978, I was transferred to the OC Squad and developed a significant RICO investigation. Numerous investigative techniques were used to include a Group I UCO, over 400 consensually monitored conversations, Title III coverage on 6 telephone lines, and a MISUR, resulting in 11 convictions. I was assigned in 1982 to investigate labor matters and was designated to develop a Labor Program for the division. On 2/1/83, I was designated Acting Supervisor of a newly formed Public Corruption/Labor Racketeering (PC/LR) Squad. On 7/6/83, I was designated a stationary supervisor of this squad with 16 Agents assigned. Cases managed on the public corruption squad included the full menu of PC matters. Investigations falling under PC definitions included judicial and police corruption, bribery-conflict of interest investigations of all levels of federal employees. Investigations of Hobbs Act-Corruption of Public Officials covered elected and appointed officials at all levels of state, county, and municipal governments. Election Law matters and Foreign Corrupt Practices Act cases also were initiated during my tenure as supervisor. The squad's statistical accomplishments steadily increased along with its complement during my tenure. The squad successfully developed two Group I UCOs and one Group II UCO and employed three Title IIIs. On 4/8/87, I was assigned to the Public Corruption Unit as an SSA. During my Headquarter assignment, I have been responsible for program management of PC violations and cases within FBI field divisions. My duties have included keeping the FBI's upper management apprised of ongoing PC matters, training, and resolving sensitive circumstances and issues in these cases. I have been responsible for several Group I and II UCOs including the [redacted] investigation involving the FBI's first use of bogus legislation. I have been responsible for Election Law matters and Legislative Corruption matters. My responsibilities have included regular liaison contacts with the Public Integrity Section, Fraud Section, and the Office of Professional Responsibility, DOJ, along with the Federal Election Commission. My assignments have also included coordination of the Bureau's assistance in the impeachment trials of USDC Judges [redacted]. During 1988, I received an incentive award for my involvement in the [redacted] matter. During my tenure at FBIHQ, I have participated in the review of the myriad of sensitive circumstances presented by PC cases and have interacted with all FBIHQ field divisions. I have been responsible for the planning and implementation of a revised PC training program and fully participated in the revising of the PC sections of the MIOG. I also contributed to the writing of the "Field Guide to Public Corruption." As the senior SSA in the Public Corruption Unit, I have frequently served as the Acting Unit Chief in the Unit Chief's absence. This assignment has provided me with the experience to serve as the Unit Chief. Although, I have not been certified by the inspection staff, I have been assigned to two sensitive criminal investigations of Bureau SAs and was assigned to review the Los Angeles Division WCCP after its inspection of 1987 for which I also received an incentive award.

10. DIVISION HEAD COMMENTS (To be used when reviewing completed form. Initial off if candidate is being recommended. Comments are optional. However, if you cannot recommend the candidate you are instructed to state reason, i.e., NOT QUALIFIED FOR ADVERTISED POSITION, NEEDS MORE FIELD EXPERIENCE, NOT IN DIVISION LONG ENOUGH TO EVALUATE, ETC.):

DATE 9/18/89

From: Director, FBI (67E-0679605)

To: SAC, AD OR INSPECTOR IN CHARGE

PERSONAL ATTENTION

BUREAU NAME: ONEILL JOHN P

SSAN: 147-42-1004

EOD: 06/22/70

DOB: 02/06/52

(X) Special Agent ( ) Support

TITLE: SUPERVISORY SPECIAL AGENT

REINVESTIGATION OF FBI PERSONNEL  
FOREIGN COUNTERINTELLIGENCE - SECURITY COUNTERMEASURES  
BUDED 11/20/89

Reference Airtel to All SACs and Legats, dated October 30, 1987, captioned  
"Countermeasures Program, Personnel Security, Five-Year Reinvestigation Credit and  
Arrest Check."

FBI Offices and Resident Agencies and Dates Since EOD:  
(Employee will provide assignments prior to 1-1-75)  
(Use Separate Sheet if Necessary)

UNIT	OFFICE	RA	RA OFFICE	EFFECTIVE DATES
0113				10/11/1975 11/23/1975
0410	D4-RECORD SECT-			11/23/1975 10/09/1976
4050	QUANTICO-NEW-AG			10/09/1976 10/21/1976
3050	BALTIMORE			10/21/1976 04/07/1987
0622	D6-PUB CORRUPTI			04/07/1987

ENCLOSURE

67 - NOT RECORDED	
JUN 01 1990	
05	
67	05
Searched	Numbered
5 MAY 31 1990	

FILE IN PERSONNEL FILE OF CAPTION EMPLOYEE

Employee's Address(es) since EOD:  
(Employee Will Complete on Separate Sheet):

(CONTINUED - REVERSE)

5 JUN 01 1990



PLEASE PROVIDE THE RESULTS OF YOUR CHECKS AS FOLLOWS: (Credit checks will be limited to the past seven (7) years)

Credit Agency & Address

Date

Results

Police Agency & Address

Date

Results

Derogatory information with additional SAC's comments should be provided by separate dated page(s) attached to this form.

SAC's Review and Comments:

Original and FD-406 are to be returned by sealed envelope to  
Director, FBI, Attention: Security Programs Manager, Room 4252,  
Telelift 242.



November 15, 1989

Mr./Ms. John P. O'Neill

RE: FIVE-YEAR REINVESTIGATION  
CREDIT AND ARREST CHECKS  
FBI SECURITY PROGRAMS

Bureau Forms X521 (an automatically generated form) and FD-408 entitled "Authority to Release Information" are attached in order to conduct employee credit and criminal record checks required by the Five-Year Reinvestigation Program.

Under this program, employee credit must be checked for the past seven years or since EOD, whichever is less. As you may be aware, employee credit cannot be checked through the national or local credit bureaus without the express consent and authorization of the employee. To comply with this requirement, each employee being reinvestigated must execute an FD-406 before credit information may be obtained.

Arrest checks for all FBIHQ employees will be made through the Washington, D. C., Metropolitan Police Department, as well as those jurisdictions covering the employee's residence(s). Where necessary, the Security Programs Unit (SPU) will request FBI field divisions to conduct arrest checks outside the District of Columbia.

In addition, employee addresses since EOD are needed to enable the Security Programs Manager to set out investigative instructions for the Washington Metropolitan Field Office and other field offices where employees presently reside or formerly resided for 90 days or more since EOD.

Your completed forms should be forwarded to the  
Resource Management and Planning Unit, Attn: [REDACTED]  
Room 5129, no later than close of business December 18, 1989.

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ENCLOSURE

RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

MLF

Date 6/16/89

I certify that I have ☒ received ☒ returned the following Government property for official use:

C# 08813

D-6 Agt.

Reason for Returning: ☐ Absence for Maternity Reasons ☐ Military Leave ☐ Resignation  
☐ Retiring ☐ Transfer

## READ

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed  
DO NOT MARK OR WRITE ON IT OR MUTILATE IT  
IN ANY WAY.

Very truly yours,

(Signature)

(Typed name)

NOT RECORDED

JUN 23 1989

17

FBI/DOJ

replacing B/B  
17 JUN 23 1989 190

**RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE**

Date 3/21/89

I certify that I have received and/or returned the Government property acknowledged below for official use:

**RECEIVED:** ☒

FBI IDENTIFICATION CARD NO. \_\_\_\_\_

HANDBOOK FOR FBI EMPLOYEES \_\_\_\_\_

SPECIAL EMPLOYEE CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT BADGE NO. \_\_\_\_\_

KEY NO. \_\_\_\_\_ HOOK NO. \_\_\_\_\_ ROOM NO. \_\_\_\_\_

U.S. GOVERNMENT OPERATORS CARD NO. \_\_\_\_\_

OTHER One (1) S&W M13, .357 magnum Revolver AEF7515  
with holster & adapter**RETURNED:** ☒Reason for Returning: ☐ Absence for Maternity Reasons ☐ Transfer ☐ Military Leave ☐ Resignation ☐ Retiring

FBI IDENTIFICATION CARD NO. \_\_\_\_\_

HANDBOOK FOR FBI EMPLOYEES \_\_\_\_\_

SPECIAL EMPLOYEES CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT CREDENTIAL CARD NO. \_\_\_\_\_

SPECIAL AGENT BADGE NO. \_\_\_\_\_

KEY NO. \_\_\_\_\_ HOOK NO. \_\_\_\_\_ ROOM NO. \_\_\_\_\_

U.S. GOVERNMENT OPERATORS CARD NO. \_\_\_\_\_

OTHER One (1) S&W M&P, 4" barrel Revolver D296220  
with holster & adapter

67 - NOT RECORDED

APR 3 1989

17

**READ**

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed.

DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

Very truly yours,

(Signature)

(Typed name)

John P. O'Neill

(SSN)

147-42-1004

17 APR 01 1989

HQ

DECEMBER 12, 1989

MR. JOHN P ONEILL  
D10-INSPECTION DV  
WASHINGTON, DC 20535

DEAR MR. ONEILL:

Your EXCEPTIONAL performance during the past appraisal period as a General Merit employee under the Performance Management and Recognition System is being recognized through the enclosed check.

The cash value of your award is \$1,117.68.

I thank you for your exemplary performance during the past year. Your fine effort in support of the FBI's mission is most commendable.

Sincerely yours,

*/s/*  
William S. Sessions  
Director

Enclosure

67-	679605-94
Sent	
68	

Exec AD Adm. \_\_\_\_\_  
Exec AD Inv. \_\_\_\_\_  
Exec AD LES \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Off. Cong. &  
Public Affs. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Off. Liaison &  
Int. Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

3 MAR 22 1990

MAIL ROOM ☐

CHECK SENT BY PRAU  
DEC 14 1989

FBI/DOJ

X474

**Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Cover Page**

(SEE INSTRUCTIONS ON REVERSE)

1. Payroll Name of Employee ONEILL JOHN P	2. Office of Assignment D6-PUB CORRUPTION 0622
3. Social Security Number 147-42-1004	4. PMRS Indicator M3
5. Position Title and Grade SUPERVISORY SPECIAL AGENT GM 14	6. Summary Rating Exceptional

## 7. Rating of Critical Element(s)

E	E	E	E	_____	_____	_____
# 1	# 2	# 3	# 4	# _____	# _____	# _____

8.

b6  
b7C

9/27/89  
Date

9. I have reviewed and approved this appraisal. ( ) See my comments attached.

*Ly A. Potts*

Signature of Reviewing Official

67- 679605-95  
 Searched.....  
 9/28/89  
 Date

10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and that a summary rating of Unacceptable may be the basis for my reassignment, reduction in grade, or removal. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

*John P. O'Neill*

Signature of Employee

9/27/89  
Date

## 11. Type of Appraisal

A <input checked="" type="checkbox"/> Annual-Type	<input type="checkbox"/> Regular	<i>E/O d. 8/15/89 0622</i> *Annual/Position Change PAR was done on 8/3/89
C <input type="checkbox"/>	<input checked="" type="checkbox"/> Conversion	
W <input type="checkbox"/>	<input type="checkbox"/> Unacceptable - Warning	
F <input type="checkbox"/>	<input type="checkbox"/> Warning Resolution	
L <input type="checkbox"/>	<input type="checkbox"/> Delayed	
T <input type="checkbox"/> Special-Type	<input type="checkbox"/> Position Change	
O <input type="checkbox"/>	<input type="checkbox"/> Change in Rating Official	
N <input type="checkbox"/>	<input type="checkbox"/> Current Appraisal	
Q <input type="checkbox"/>	<input type="checkbox"/> Requested by FBIHQ	
D <input type="checkbox"/>	<input type="checkbox"/> Conclusion of Detail	
B <input type="checkbox"/>	<input type="checkbox"/> Unacceptable - Warning	Date _____
K <input type="checkbox"/>	<input type="checkbox"/> Warning Resolution	Date _____

## PRAU USE ONLY

Logged Bae 10/23  
 Reviewed DK  
 Entered DK 10/26  
 Verified \_\_\_\_\_  
 Printout \_\_\_\_\_

THREE

16 MAY 09 1990

PPSTF P A PROG, PBSUPE, PECOMM, PCLIAS d. 4/16/87

FBI/DOJ

Instructions for Preparing the  
Performance Appraisal Report  
Cover Page

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

Items 1-3 Self-explanatory.

Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any CE is rated Unacceptable, the summary rating must be Unacceptable.) For annual conversions, simply copy the summary rating from the prior special.

Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.

Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.

Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.

Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.

Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.



# Memorandum

~~CONFIDENTIAL~~



Exec AD Adm. \_\_\_\_\_  
Exec AD Inv. \_\_\_\_\_  
Exec AD LES \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Off. Cong. &  
Public Affs. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

b2  
b6  
b7C

To : Assistant Director, RMD  
(Attn: Security Officer)

Date 11/6/89

From :

Subject : JOHN P. O'NEILL  
INSPECTOR'S AIDE  
EOD (Agent): 7/6/76  
SSN: 147-42-1004

INSPECTOR'S AIDE  
EOD: \_\_\_\_\_  
SSN: \_\_\_\_\_

OFFICE OF INSPECTIONS  
INSPECTION DIVISION  
REQUEST FOR SECURITY CLEARANCE

ALL INFORMATION CONTAINED  
HEREIN IS UNCLASSIFIED  
EXCEPT WHERE SHOWN  
OTHERWISE

(U) Captioned individuals are assigned to the Office of Inspections, Inspection Division. During the course of their assignment they will require access to Sensitive Compartmented Information. Accordingly, it is requested that the above captioned individuals be afforded appropriate briefing by the Security Program Unit permitting access to \_\_\_\_\_ information.

RECOMMENDATION: That JOHN P. O'NEILL and \_\_\_\_\_ be scheduled for appropriate briefing and that scheduled briefing be coordinated with \_\_\_\_\_ X5301.

APPROVED: \_\_\_\_\_  
Director \_\_\_\_\_  
Deputy \_\_\_\_\_  
Asst. Dir. \_\_\_\_\_  
Asst. Dir. \_\_\_\_\_  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Off. Cong. & Public Affs. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

2/3/95  
CLASSIFIED BY: \_\_\_\_\_  
DECLASSIFY ON: OADB

67-1074605-96  
Searched..... Numbered 18  
5 MAY 31 1990

1 - \_\_\_\_\_ (Division Security Officer)  
1 - \_\_\_\_\_ (Attn: \_\_\_\_\_)  
1 - \_\_\_\_\_  
imt (4)  
imt

FILE IN PERSONNEL FILE OF CAPTION EMPLOYEE

22 JUN 19 1990

~~CONFIDENTIAL~~

4/8/89

TRANSMIT VIA: AIRTEL

CLASSIFICATION: \_\_\_\_\_

DATE: 1/19/90

FROM: Director, FBI (67E-679605)

TO: SACs, Baltimore  
Washington Metropolitan Field Office

JOHN P. O'NEILL  
SUPERVISORY SPECIAL AGENT (SSA) (INSPECTORS AIDE)  
INSPECTION DIVISION  
REINVESTIGATION OF FBI PERSONNEL  
FOREIGN COUNTERINTELLIGENCE - SECURITY COUNTERMEASURES

ACCESS TO SENSITIVE COMPARTMENTED INFORMATION (SCI)  
BUDED: 2/20/90

Enclosed for receiving offices is one copy each of an "Authority to Release Information" form and an information sheet. The information includes residences since entering on duty or the last 15 years, executed by the following-named employee:

JOHN P. O'NEILL  
D/POB: 2/6/52, Ventnor, New Jersey  
SSAN: 147-42-1004

O'NEILL is being investigated to determine SCI eligibility. Receiving offices will conduct the following credit and arrest checks:

1. Check appropriate police records for the period 1975 until present.
2. Check financial status through appropriate credit institutions for the period of 1983 to date.

Submit results to FBIHQ, Security Programs Unit  
Attention: SSA [redacted] Room 4266.

Enclosures (2)

SPU RMD (Attn: [redacted])

DWS/SR:cm (6)

67-679605-97	
Searched.....	Numbered.....
5 MAY 30 1990	
RETURN TO [redacted]	
ROOM 4266, TL 242	

SEE NOTE PAGE 2

FILE IN PERSONNEL FILE OF CAPTION EMPLOYEE

5 JUN 13 1990  
MAIL ROOM

4/1/90

Exec AD Adm.	_____
Exec AD Inv.	_____
Exec AD LES	_____
Asst Dir	_____
Adm Serv.	_____
Crim Inv.	_____
Ident.	_____
Insp.	_____
Intell.	_____
Lab.	_____
Legal Coun.	_____
Off. Cong. & Public Affs.	_____
Rec. Mgmt.	_____
Tech. Servs.	_____
Training	_____
Off. Liaison & Int. Affs.	_____
Telephone Rm.	_____
Director's Sec'y	_____

Airtel to SACs, Baltimore, et al.  
Re: John P. O'Neill  
Supervisory Special Agent (Inspectors Aide)  
Inspection Division  
Reinvestigation of FBI Personnel  
Foreign Counterintelligence - Security Countermeasures  
Access to Sensitive Compartmented Information (SCI)  
Buded: 2/20/90

NOTE: This communication is in response to communication from [redacted] to Assistant Director, RMD (Attn: Security Officer), dated 11/6/89, captioned "JOHN P. O'NEILL: INSPECTOR'S AIDE; EOD: (AGENT): 7/6/76; SSN: 147-42-1004; [redacted] INSPECTOR'S AIDE; EOD: [redacted] SSN: [redacted] OFFICE OF INSPECTIONS; INSPECTION DIVISION; REQUEST FOR SECURITY CLEARANCE," requesting SCI access and requiring an updated credit/arrest check(s) be conducted.

b6  
b7C

# AUTHORITY TO RELEASE INFORMATION

TO WHOM IT MAY CONCERN:

I hereby authorize any Special Agent or other authorized representative of the Federal Bureau of Investigation bearing this release, or copy thereof, within one year of its date, to obtain any information in your files pertaining to my CPA/State Bar records (including any grievance records), employment, military, educational records (including, but not limited to, academic, achievement, attendance, athletic, personal history, and disciplinary records), medical records, credit records, (including credit card and payment device numbers), and law enforcement records (including, but not limited to, any record of charge, prosecution or conviction for criminal or civil offenses). I hereby direct you to release such information upon request to the bearer. This release is executed with full knowledge and understanding that the information is for the official use of the Federal Bureau of Investigation. Consent is granted for the Federal Bureau of Investigation to furnish such information, as is described above, to third parties in the course of fulfilling its official responsibilities. I hereby release you, as the custodian of such records, and any school, college, university, or other educational institution, hospital, or other repository of medical records, credit bureau, lending institution, consumer reporting agency, retail business establishment, law enforcement agency, or criminal justice agency, including its officers, employees, or related personnel, both individually and collectively, from any and all liability for damages of whatever kind, which may at any time result to me, my heirs, family or associates because of compliance with this authorization and request to release information, or any attempt to comply with it. I am furnishing my Social Security Account Number on a voluntary basis with the understanding such is not required by Federal statute or regulation. I have been advised the FBI will utilize this number only to facilitate the location of employment, military, credit, and educational records concerning me in connection with this application. Should there be any question as to the validity of this release, you may contact me as indicated below.

Full Name:

John P. O'Neill  
(Signature)  
(Include maiden & any other previously-used name)

Full Name:

John P. O'Neill  
(Typed or Printed)  
(Include maiden & any other previously-used name)

Social Security Account Number:

147-42-1004

Parent or Guardian:  
(If required)

\_\_\_\_\_

Date:

12/18/89

Current Address:

9 BASTREY CT.  
BALTIMORE, MD., 21237

Telephone Number:

(301) 686-6739

CPA/Bar Membership(s)

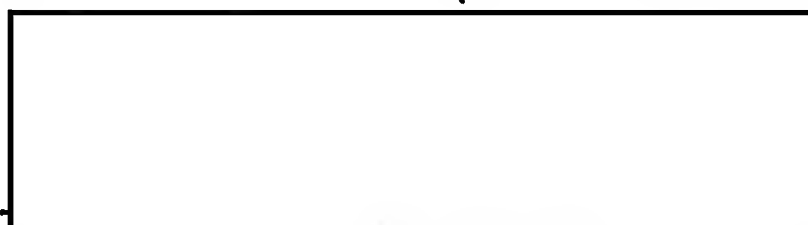
STATE

N/A

REGISTRATION NUMBER

N/A

X Witness:



(Special Agent)  
Federal Bureau of Investigation

67-679605-97  
ENCLOSURE

b6  
b7C

Name: John P. O'Neill

DATE AND PLACE OF BIRTH: 2/6/52 - Ventnor, N.J.

EOD: 6/22/70 - Clerk - 7/6/76 SA

SOCIAL SECURITY ACCOUNT NUMBER: 147-42-1004

(1974 - Present)

ALL RESIDENCES AND TIME-FRAME FOR THE LAST FIFTEEN (15) YEARS OR SINCE EOD, WHICHEVER IS SHORTER. INCLUDE STREET ADDRESS FOR EACH RESIDENCE DURING THIS PERIOD.)

Leeman Lane  
Alexandria, Va.

1970 - 1976

WM FO

3 Guilford Court  
Baltimore, MD. 21207

1976 - 1978

BA

9 Banty Ct.  
Baltimore, Md 21237

1978 - present BA

67-679605-97  
ENCLOSURE

John P. O'Neill  
Albuquerque Division Inspection  
1/8/90 - 1/19/90

AUDIT ASSIGNMENTS: Squad #5 (12 Agents); Major Program -  
White-Collar Crime (WCC); Other Audit - Civil  
Actions

ASSIGNMENT LEVEL: Most Complex

CE #1 OBTAIN & ANALYZE INFORMATION

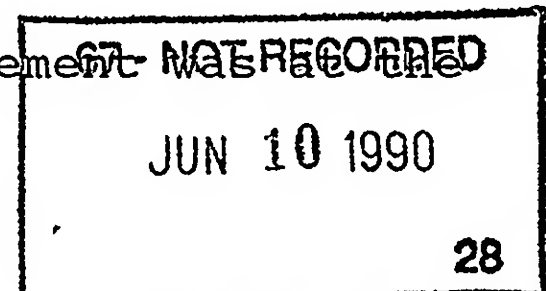
As a consequence of his astute development of relevant facts concerning his areas of audit responsibilities and his subsequent analyses thereof, SSA O'Neill was in a position to properly assess the effectiveness and efficiency of the WCC Program as well as Squad #5 and the Agents assigned thereto. He identified deficiencies associated with the execution of Performance Plans and the conduct of Progress Review sessions, which deficiencies were incorporated into a Schedule of Findings prepared by another Aide. He also identified certain inefficiencies associated with the performance of an Agent and correctly determined that Albuquerque management had previously recognized that Agent's shortcomings and correctly addressed same. SSA O'Neill prepared a comprehensive memorandum detailing his findings in that area.

His performance in this critical element was at the highest level.

CE #2 RECORDING & REPORTING INFORMATION

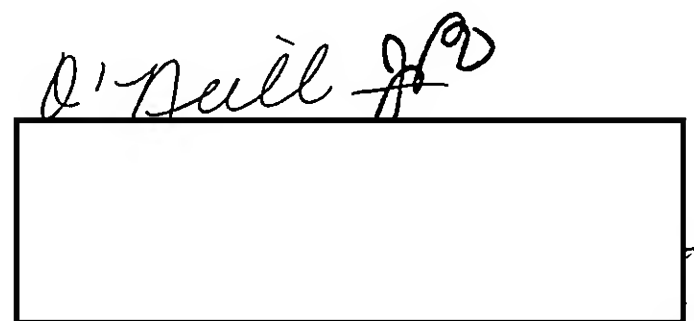
SSA O'Neill presented his findings to the Inspector in a highly persuasive manner. His subsequent written reports were submitted ahead of schedule and required virtually no revisions. The memorandum he prepared concerning the Agent's deficiencies was particularly well-balanced and objectively set forth all relevant factors.

His performance in this critical element was also at the highest level.



GWH:emj

28 JUN 10 1990



b6  
b7C



FBI

## TRANSMIT VIA:

☐ Teletype  
☐ Facsimile  
☒ AIRTEL

## PRECEDENCE:

☐ Immediate  
☐ Priority  
☐ Routine

## CLASSIFICATION:

☐ TOP SECRET  
☐ SECRET  
☐ CONFIDENTIAL  
☐ UNCLAS E F T O  
☐ UNCLAS

CONFIDENTIAL

Date 2/7/90

TO : DIRECTOR FBI (67E-HQ-R-679605)  
 FROM : SAC, BALTIMORE (67E-HQ-R-679605) (SQ-15) (RUC)  
 SUBJECT: JOHN P. O'NEILL  
 SUPERVISORY SPECIAL AGENT  
 INSPECTION DIVISION  
 REINVESTIGATION OF FBI PERSONNEL  
 FCI-SC  
 ACCESS TO SENSITIVE COMPARTMENTED INFORMATION  
 (SCI) INVESTIGATION  
 BUDED: 2/20/89

ALL ITEMS OF INFORMATION CONTAINED ON THIS DOCUMENT ARE  
 CLASSIFIED "CONFIDENTIAL".

Re Bureau airtel to Baltimore, dated 1/19/90.

All persons contacted were advised of the provisions of  
 the Privacy Act and none requested confidentiality unless  
 otherwise noted.

Baltimore indices, including general and confidential,  
 contain no derogatory information regarding above employee.

On 1/31/90, [REDACTED] Baltimore Credit Bureau,  
 Baltimore, Maryland, advised that subject has a satisfactory  
 credit rating.

CLASSIFIED BY 5201  
 DECLASSIFY ON: OADR

2-Bureau  
 1-Baltimore  
 HJR:th  
 (3)

CONFIDENTIAL

67-679605-98  
 Searched..... Numbered.....  
 5 MAY 31 1990

DECLASSIFIED BY

ON

FILE IN PERSONNEL FILE OF CAPTION EMPLOYEE

Approved: *Juc/KL*

Transmitted

(Number)

(Time)

Per *4/8n*

5 JUN 13 1990

~~CONFIDENTIAL~~

b6  
b7C

CRIMINAL:

On 1/30/90, IA [ ] caused a search to be made of the records of the Maryland State Police, State Central Crime Records Bureau, Pikesville, Maryland, with negative results regarding the employee.

On 1/30/90, [ ] Central Records Division, Baltimore City Police Department, Baltimore, Maryland, advised that subject has no criminal record on file.

On 2/1/90, [ ] Records Section, Baltimore County Police Department, Towson, Maryland, advised subject has no criminal record on file.

On 1/29/90, a check was made through the Maryland Interagency Law Enforcement Systems (MILES) with the Motor Vehicle Administration, Glen Burnie, Maryland, which revealed that employee has a valid Class "D" Maryland driver's license which was issued 2/3/89 and expires 2/6/93, with current points 2, and no outstanding traffic violations.

2\*

~~CONFIDENTIAL~~

~~CONFIDENTIAL~~

~~CONFIDENTIAL~~

AIRTEL

2/16/90

TO: DIRECTOR, FBI  
(ATTN: SECURITY PROGRAMS UNIT)

FROM: SAC, WMFO (67E-HQ-R-679605) (RUC)

JOHN P. O'NEILL  
SUPERVISORY SPECIAL AGENT  
INSPECTION DIVISION  
REINVESTIGATION OF FBI PERSONNEL  
FOREIGN COUNTERINTELLIGENCE - SECURITY COUNTERMEASURES

ACCESS TO SENSITIVE COMPARTMENTED INFORMATION (SCI)  
BUDED: 2/20/90

Re Bu airtel to WMFO, dtd 1/19/90.

ALL MARKINGS, NOTATIONS, AND ITEMS OF INFORMATION  
CONTAINED IN THIS COMMUNICATION ARE CLASSIFIED "CONFIDENTIAL"  
UNLESS OTHERWISE NOTED.

On 1/26/90, a query was made in the WASHINGTON Area Law Enforcement System (WALES) computer, and it was determined that no METROPOLITAN POLICE DEPARTMENT (MPD) arrest record was located concerning the applicant. It is to be noted that all times and indefinite number of unidentified records may not be in the WALES computer and not available for review.

On 2/05/90, IA [redacted] searched the files of the UNITED STATES PARK POLICE, and no identifiable adult criminal record could be located regarding the applicant.

On 2/15/90, IA [redacted] determined that no record was contained in the DEPARTMENT OF TRANSPORTATION BUREAU OF MOTOR VEHICLE SERVICES, Government of the District of Columbia concerning the applicant.

On 2/01/90, a search was made of the files of the CREDIT BUREAU, INCORPORATION, SILVER SPRING MARYLAND, and was advised that the files contained a satisfactory credit record for the applicant.

No further investigation is pending at WMFO. This case is placed in an RUC status.

CLASSIFIED BY 8382  
DECLASSIFY BY OADR

2-Bureau  
2-WMFO  
(1- 67-105777 sub C)  
(1- 67E-HQ-R-679605)  
DAA:daa

67-679605-99	
Searched.....	Numbered.....
[5] MAY 31 1990	

FILE IN PERSONNEL FILE OF CAPTION EMPLOYEE

5 JUN 13 1990

~~CONFIDENTIAL~~

DECLASSIFIED BY  
ON 2/2/95

~~CONFIDENTIAL~~

On 1/31/90, IA [ ] caused a search to be made of the files of the ALEXANDRIA, VIRGINIA, POLICE DEPARTMENT, and was notified that no record was located concerning the applicant.

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b7C

On 1/27/90, a computerized check of the central Criminal Records Exchange (CCRE), Virginia State Police (VSP), Richmond, VA., failed to reflect any information identifiable with the applicant.

No further investigation is pending at WMFO. This case is placed in an RUC status.

~~CONFIDENTIAL~~

June 22, 1990

PERSONAL

Mr. John P. O'Neill  
Federal Bureau of Investigation  
Washington, D. C.

Dear Mr. O'Neill:

It is a pleasure to join your associates in offering congratulations upon your completion of twenty years of service in the Federal Bureau of Investigation. As a token of appreciation, I wish to present to you your Twenty-Year Service Award Key.

From the inception of your career, you have been part of an expanding organization and have ably assisted in handling the tremendous increase in our responsibilities. The Bureau has depended upon the efforts of its veteran associates for the strides in progress that have been realized. Your knowledge and experience have been of great value in maintaining our efficient operation, and you may be sure that your contributions are appreciated.

With best wishes and kindest regards,

Sincerely,

151

William S. Sessions  
Director

67-	679605-100
Searched.....	Numbered...122
9 JUL 19 1990	

Enclosure

Dep. Dir. \_\_\_\_\_  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Asst. Dir.: \_\_\_\_\_  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. of Liaison & Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

1 - Assistant Director, Inspection Division (Personal Attention)  
Enclosures (2)

KAS/ldp (4)  
2033A

LETTER AND SERVICE AWARD DELIVERED TO  
Inspection Div.  
6/5/90 LDP  
RECEIVED BY



12 AUG 20 1990  
MAIL ROOM

b6  
b7C

Handwritten signature

UNITED STATES DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION

AIRTEL

~~CONFIDENTIAL~~

DATE: 3/20/90

TO: DIRECTOR, FBI  
(ATTN: SECURITY PROGRAMS UNIT, RM 4252)

JMF/18 FROM: ADIC, NEW YORK

SUBJECT: PROTECTION OF NATIONAL SECURITY INFORMATION  
SENSITIVE COMPARTMENTED INFORMATION (SCI)

ALL INFORMATION CONTAINED  
HEREIN IS UNCLASSIFIED  
EXCEPT WHERE SHOWN  
OTHERWISE

This communication is classified "CONFIDENTIAL" unless otherwise noted.

Enclosed for the Bureau are: the SENSITIVE  
COMPARTMENTED INFORMATION NONDISCLOSURE AGREEMENT and the ACCESS  
APPROVAL FORM for the below named employees of Division 10,  
FBIHQ:

①  
SSA JOHN P. O'NEILL

b2

(U)

Per SPM, the above employee was briefed into [redacted] access on instant date due to his need for access at these levels to perform his duties in conjunction with the ongoing NYO inspection.

The above employee was recently reinvestigated under the Five Year Reinvestigation Program with favorable results, per SPU. Due to the above, no further reinvestigation is needed at the present time.

~~CONFIDENTIAL~~  
~~Classified by 7285~~  
~~Declassify on OADR~~

②-BUREAU (Enc.2)  
1-NEW YORK  
1-Security Officer  
DB:slf  
(3)

2/2/96  
CLASSIFIED BY: [signature]  
DECLASSIFY ON: [signature]

# 94-430  
501/deg  
OADR

4/10/90



~~CONFIDENTIAL~~

b2  
b6  
b7C

12. I hereby assign to the United States Government all rights, title and interest, and all royalties, remunerations, and emoluments that have resulted, will result, or may result from any disclosure, publication, or revelation not consistent with the terms of this Agreement.

13. This Agreement shall be interpreted under and in conformance with the law of the United States.

14. I make this Agreement without any mental reservation or purpose of evasion.

SIGNATURE

DATE

The execution of this Agreement was witnessed by the undersigned who accepted it on behalf of the United States Government as a prior condition of access to Sensitive Co

WITNESS and ACCEPTANCE:

SIGNATURE

DATE

### SECURITY BRIEFING ACKNOWLEDGMENT

I hereby acknowledge that I was briefed on the following SCI Special Access Program(s):

(Special Access Programs by Initials Only)

Signature of Individual Briefed

Date Briefed

Printed or Typed Name

Organization (Name and Address)

Social Security Number (See Notice Below)

I certify that the above SCI access(es) were approved in accordance with relevant SCI procedures and that the briefing presented by me on the

Signature

Social Security Number (See Notice Below)

Printed or Typed Name

Organization (Name and Address)

### SECURITY DEBRIEFING ACKNOWLEDGMENT

Having been reminded of my continuing obligation to comply with the terms of this Agreement, I hereby acknowledge that I was debriefed on the following SCI Special Access Program(s):

(Special Access Programs by Initials Only)

Signature of Individual Debriefed

Date Debriefed

Printed or Typed Name

Social Security Number (See Notice Below)

Organization (Name and Address)

I certify that the debriefing presented by me on the above date was in accordance with relevant SCI procedures.

Signature of Debriefing Officer

Social Security Number (See Notice Below)

Printed or Typed Name

Organization (Name and Address)

NOTICE: The Privacy Act, 5 U.S.C. 522a, requires that federal agencies inform individuals, at the time information is solicited from them, whether the disclosure is mandatory or voluntary, by what authority such information is solicited, and what uses will be made of the information. You are hereby advised that authority for soliciting your Social Security Account Number (SSN) is Executive Order 9397. Your SSN will be used to identify you precisely when it is necessary to 1) certify that you have access to the information indicated above, 2) determine that your access to the information indicated has terminated, or 3) certify that you have witnessed a briefing or debriefing. Although disclosure of your SSN is not mandatory, your failure to do so may impede such certifications or determinations.

~~CONFIDENTIAL~~

~~CONFIDENTIAL~~  
SENSITIVE COMPARTMENTED INFORMATION NONDISCLOSURE AGREEMENT

An Agreement Between

John P. O'Neill

(Name - Printed or Typed)

and the United States

1. Intending to be legally bound, I hereby accept the obligations contained in this Agreement in consideration of my being granted access to information or material protected within Special Access Programs, hereinafter referred to in this Agreement as Sensitive Compartmented Information (SCI). I have been advised that SCI involves or derives from intelligence sources or methods and is classified or is in the process of a classification determination under the standards of Executive Order 12356 or other Executive order or statute. I understand and accept that by being granted access to SCI, special confidence and trust shall be placed in me by the United States Government.

2. I hereby acknowledge that I have received a security indoctrination concerning the nature and protection of SCI, including the procedures to be followed in ascertaining whether other persons to whom I contemplate disclosing this information or material have been approved for access to it, and I understand these procedures. I understand that I may be required to sign subsequent agreements upon being granted access to different categories of SCI. I further understand that all my obligations under this Agreement continue to exist whether or not I am required to sign such subsequent agreements.

3. I have been advised that the unauthorized disclosure, unauthorized retention, or negligent handling of SCI by me could cause irreparable injury to the United States or be used to advantage by a foreign nation. I hereby agree that I will never divulge anything marked as SCI or that I know to be SCI to anyone who is not authorized to receive it without prior written authorization from the United States Government department or agency (hereinafter Department or Agency) that last authorized my access to SCI. I understand that it is my responsibility to consult with appropriate management authorities in the Department or Agency that last authorized my access to SCI, whether or not I am still employed by or associated with that Department or Agency or a contractor thereof, in order to ensure that I know whether information or material within my knowledge or control that I have reason to believe might be SCI, or related to or derived from SCI, is considered by such Department or Agency to be SCI. I further understand that I am also obligated by law and regulation not to disclose any classified information or material in an unauthorized fashion.

4. In consideration of being granted access to SCI and of being assigned or retained in a position of special confidence and trust requiring access to SCI, I hereby agree to submit for security review by the Department or Agency that last authorized my access to such information or material, any writing or other preparation in any form, including a work of fiction, that contains or purports to contain any SCI or description of activities that produce or relate to SCI or that I have reason to believe are derived from SCI, that I contemplate disclosing to any person not authorized to have access to SCI or that I have prepared for public disclosure. I understand and agree that my obligation to submit such preparations for review applies during the course of my access to SCI and thereafter, and I agree to make any required submissions prior to discussing the preparation with, or showing it to, anyone who is not authorized to have access to SCI. I further agree that I will not disclose the contents of such preparation to any person not authorized to have access to SCI until I have received written authorization from the Department or Agency that last authorized my access to SCI that such disclosure is permitted.

5. I understand that the purpose of the review described in paragraph 4 is to give the United States a reasonable opportunity to determine whether the preparation submitted pursuant to paragraph 4 sets forth any SCI. I further understand that the Department or Agency to which I have made a submission will act upon it, coordinating within the Intelligence Community when appropriate, and make a response to me within a reasonable time, not to exceed 30 working days from date of receipt.

6. I have been advised that any breach of this Agreement may result in the termination of my access to SCI and removal from a position of special confidence and trust requiring such access, as well as the termination of my employment or other relationships with any Department or Agency that provides me with access to SCI. In addition, I have been advised that any unauthorized disclosure of SCI by me may constitute violations of United States criminal laws, including the provisions of Sections 793, 794, 798, and 952, Title 18, United States Code, and of Section 783(b), Title 50, United States Code. Nothing in this Agreement constitutes a waiver by the United States of the right to prosecute me for any statutory violation.

7. I understand that the United States Government may seek any remedy available to it to enforce this Agreement including, but not limited to, application for a court order prohibiting disclosure of information in breach of this Agreement. I have been advised that the action can be brought against me in any of the several appropriate United States District Courts where the United States Government may elect to file the action. Court costs and reasonable attorneys fees incurred by the United States Government may be assessed against me if I lose such action.

8. I understand that all information to which I may obtain access by signing this Agreement is now and will remain the property of the United States Government unless and until otherwise determined by an appropriate official or final ruling of a court of law. Subject to such determination, I do not now, nor will I ever, possess any right, interest, title, or claim whatsoever to such information. I agree that I shall return all materials that may have come into my possession or for which I am responsible because of such access, upon demand by an authorized representative of the United States Government or upon the conclusion of my employment or other relationship with the United States Government entity providing me access to such materials. If I do not return such materials upon request, I understand this may be a violation of Section 793, Title 18, United States Code.

9. Unless and until I am released in writing by an authorized representative of the Department or Agency that last provided me with access to SCI, I understand that all conditions and obligations imposed upon me by this Agreement apply during the time I am granted access to SCI, and at all times thereafter.

10. Each provision of this Agreement is severable. If a court should find any provision of this Agreement to be unenforceable, all other provisions of this Agreement shall remain in full force and effect. This Agreement concerns SCI and does not set forth such other conditions and obligations not related to SCI as may now or hereafter pertain to my employment by or assignment or relationship with the Department or Agency.

11. I have read this Agreement carefully and my questions, if any, have been answered to my satisfaction. I acknowledge that the briefing officer has made available Sections 793, 794, 798, and 952 of Title 18, United States Code, and Section 783(b) of Title 50, United States Code, and Executive Order 12356, as amended, so that I may read them at this time, if I so choose.

FORM 4355 (Replaces Form 4193 which is obsolete and will not be used)

CLASSIFIED BY SP-5 Cj  
DECLASSIFY ON: OADR~~CONFIDENTIAL~~CLASSIFIED BY 12X63  
DECLASSIFY ON: OADR

# Memorandum



b6  
b7C

Dep. Dir. \_\_\_\_\_  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. Liaison &  
Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

To :

*D* [Redacted]

Date

8/22/90

From :

*JWG*  
JAMES W. GREENLEAF

Subject :

INSPECTOR'S AIDE JOHN P. O'NEILL, GM-15  
CAREER BOARD MATTER

Reference [Redacted] to Mr. Greenleaf memorandum, dated 8/16/90, captioned "Inspector's Aides Assignments, Office of Inspections, Inspection Division."

PURPOSE: To reassign Inspector's Aide John P. O'Neill from the Office of Inspections following completion of his tour.

DETAILS: On 10/23/90, SSA John P. O'Neill, previously assigned to the Criminal Investigative Division, will complete his tour of one year on the Staff and will be available for reassignment following the Bern/Bonn inspections, which end 11/16/90.

RECOMMENDATION: That the Career Board reassign Inspector's Aide John P. O'Neill from the Inspection Staff to fill an existing vacancy.

APPROVED:

Director _____	Adm. Servs. _____	Legal Coun. _____	Off. of Liaison _____
Dep. Dir. _____	Crim. Inv. _____	Rec. Mgnt. _____	& Int. Affs. _____
ADD-Adm. _____	Ident. _____	_____	Off. of _____
ADD-Inv. _____	Inspection <i>JWG</i>	_____	Public Affs. _____
	Intell. _____	Cong. Affs. Off. _____	
	Laboratory _____	Off. of EEO _____	

1 - Mr. Greenleaf

1 - [Redacted]

1 - Mr. Baker

1 - Mr. Kennedy (Attn [Redacted])

2 - Career Board (1 - [Redacted])

JWG:rsm (7)

67-1079605-101  
Searched..... Numbered.....  
**5 OCT 19 1990**

~~10 OCT 10 1990~~

*Klu*  
*9/6/90*  
*smcB*

*[Handwritten signatures and initials]*

17 OCT 30 1990



## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>				2. Social Security Number <b>147-42-1004</b>		3. Date of Birth <b>02-06-52</b>		4. Effective Date <b>10-07-90</b>			
<b>FIRST ACTION</b>				<b>SECOND ACTION</b>							
5-A. Code <b>891</b>		5-B. Nature of Action <b>PMRS MERIT INC</b>		6-A. Code		6-B. Nature of Action					
5-C. Code <b>FRT</b>		5-D. Legal Authority <b>28 U.S.C. 536</b>		6-C. Code		6-D. Legal Authority					
5-E. Code		5-F. Legal Authority		6-E. Code		6-F. Legal Authority					
7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-F0-713 250</b>				15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-F0-713 250</b>							
8. Pay Plan <b>GM</b>		9. Occ. Code <b>1811</b>		10. Grade/Level <b>14</b>		11. Step/Rate <b>00</b>		12. Salary <b>59,574.00</b>		13. Pay Basis <b>PA</b>	
16. Pay Plan <b>GM</b>		17. Occ. Code <b>1811</b>		18. Grade/Level <b>14</b>		19. Step/Rate <b>00</b>		20. Salary/Award <b>61,252.00</b>		21. Pay Basis <b>PA</b>	
14. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION INSPECTION DIVISION WASHINGTON, D. C. 1011</b>				22. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION INSPECTION DIVISION WASHINGTON, D. C. 1011</b>							
<b>EMPLOYEE DATA</b>											
23. Veteran Preference <b>1</b> 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%				24. Tenure <b>1</b> 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
27. FEGLI <b>B</b> <b>WAIVED</b>				28. Annuitant Indicator <b>9</b>		29. Pay Rate Determinant <b>0</b>		30. Retirement Plan <b>6</b> <b>CSRS-SPEC</b>			
31. Service Comp. Date (Leave) <b>06-22-70</b>				32. Work Schedule <b>F</b> I - Intermittent F - Full-time G - FT Seasonal P - Part-Time Q - PT Seasonal		J - INT Seasonal H - FT On-Call R - PT On-Call		33. Part-Time Hours Per Biweekly Pay Period			
<b>POSITION DATA</b>											
34. Position Occupied <b>2</b> 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category <b>E</b> E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status			
38. Duty Station Code				39. Duty Station (City - County - State or Overseas Location)							
40. Agency Data		41.		42.		43.		44.			
		<b>EFF. HR: BOB</b>									
45. Remarks <b>SALARY INCLUDES A FULL MERIT INCREASE OF \$1678.00 BASED ON YOUR ANNUAL RATING OF EXCEPTIONAL AND YOUR SALARY'S LOCATION IN THE UPPER TWO-THIRDS OF THE RATE RANGE OF YOUR GRADE</b>											

67 - NOT RECORDED

OCT 24 1990

18

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>			50. Signature/Authentication and Title of Approving Official <b>WILLIAM S. SESSIONS DIRECTOR</b>		
47. Agency Code	48. Personnel Office ID	49. Approval Date <b>10-04-90</b>			

18 OCT 24 1990

PAGE 1 OF 5

DATE

10/30/90

~~CONFIDENTIAL~~

IMMEDIATE

START HERE

FM DIRECTOR FBI

TO LEGAT BERN/IMMEDIATE/

LEGAT BONN/IMMEDIATE/

14 LEGAT PARIS/IMMEDIATE/

BT

12 ~~CONFIDENTIAL~~

CITE: //0448//

10 PASS: LEGAT PARIS FOR: LEGAT BRUSSELS.

8 SUBJECT: CERTIFICATION OF CLEARANCE.

6 THIS DOCUMENT IS CLASSIFIED "CONFIDENTIAL" IN ITS  
ENTIRETY.4 THIS WILL CONFIRM THE SECURITY CLEARANCE OF THE BELOW-  
LISTED EMPLOYEE(S), WHO WILL BE VISITING YOUR OFFICE FROM  
OCTOBER 28, 1990, THROUGH NOVEMBER 21, 1990: #T

2

DPOR: [REDACTED]

DO NOT TYPE MESSAGE BELOW THIS

APPROVED BY

DRAFTED BY

PEG/EYJ:cm {11}

10/30/90

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3605

07 - NOT RECORDED

NOV 05 1990

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62-121177

1 - OLIA, Rm. 7449

1 - [REDACTED] Rm. 7A37

1 - SPO, IMD (Attn: [REDACTED])

1 - Personnel file of [REDACTED]

Charlie J. Parsons and [REDACTED]

#94430

2/2/95

CLASSIFIED BY: [REDACTED]

DECLASSIFY ON: [REDACTED]

OADR

RETURN TO [REDACTED]  
ROOM 4266 JTE 114

SEE NOTE PAGE 5

NOV 05 1990

DO NOT FILE WITHOUT COMMUNICATIONS STAMP

4/12

DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
COMMUNICATION MESSAGE FORM

PAGE

2

## CONTINUATION SHEET

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START HERE

SSAN: [REDACTED]

CLEARANCE: "TOP SECRET"

(U) ACCESS{S}: [REDACTED] (S)

DPOB: [REDACTED]

SSAN: [REDACTED]

CLEARANCE: "TOP SECRET"

(U) ACCESS{S}: [REDACTED] (S)

DPOB: [REDACTED]

SSAN: [REDACTED]

CLEARANCE: "TOP SECRET"

(U) ACCESS{S}: [REDACTED] (S)

DPOB: [REDACTED]

SSAN: [REDACTED]

CLEARANCE: "TOP SECRET"

(U) ACCESS{S}: [REDACTED] (S)

JOHN P. O'NEILL

DPOB: FEBRUARY 6, 1952, VENTON, NEW JERSEY

DO NOT TYPE MESSAGE BELOW THIS LINE

DO NOT TYPE PAST THIS LINE



DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
COMMUNICATION MESSAGE FORMb2  
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PAGE 3

## CONTINUATION SHEET

START HERE

SSAN: 147-42-1004

CLEARANCE: "TOP SECRET"

(U) ACCESS{S}: [REDACTED] (X)

CHARLIE J. PARSONS

DPOB: [REDACTED]

SSAN: [REDACTED]

CLEARANCE{S}: "TOP SECRET" AND "Q"

(U) ACCESS{S}: [REDACTED] (X)

DPOB: [REDACTED]

SSAN: [REDACTED]

CLEARANCE: "TOP SECRET"

(U) ACCESS{S}: [REDACTED] (X)

THE PURPOSE OF VISIT IS TO CONDUCT INSPECTION OF LEGATS  
BERN, BONN AND BRUSSELS. SECURITY CLEARANCE WAS GRANTED BASED  
UPON A FULL-FIELD BACKGROUND INVESTIGATION CONDUCTED BY THE  
FBI.

IF ADDITIONAL INFORMATION IS NEEDED, CONTACT THE SECURITY  
PROGRAMS UNIT, INFORMATION MANAGEMENT DIVISION, ATTENTION:

SSA [REDACTED] TELEPHONE NUMBER {202} 324-3605.

DO NOT TYPE MESSAGE BELOW THIS LINE

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DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
COMMUNICATION MESSAGE FORM

PAGE 4

CONTINUATION SHEET

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NOTE: SECURITY CLEARANCE AND ACCESSES FOR MESSRS. [REDACTED]  
[REDACTED] O'NEILL, PARSONS AND [REDACTED] ARE  
BEING CERTIFIED TO LEGATS BERN, BONN AND PARIS PER WRITTEN  
REQUEST FROM [REDACTED] TO [REDACTED] DATED OCTOBER 10,  
1990, CAPTIONED "INSPECTION OF LEGATS BERN, BONN, BRUSSELS,  
10/28/90-11/21/90."

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**Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Plan - Notice Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Position Title and Grade SSA (Inspector's Aide), GM-14	4. Office of Assignment D10 - Staff

This Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

5. Signature of Rating Official	9/28/90 Date	b6 b7C
6. Signature of Employee	10/1/90 Date	

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level on any element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer and may be the basis for my reassignment, reduction in grade, or removal. In addition, I am aware that performance resulting in a summary rating below the Fully Successful level may be the basis for a zero merit increase and one-half or no general increase.

7. Signature of Employee	10-1-90 Date
--------------------------	-----------------

**Plan Modification**

The attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

8. Signature of Rating Official	Date
9. Signature of Reviewing Official	Date

I have been advised of this modification to my Plan and am aware that the consequences of my performance as specified above continue to apply.

10. Signature of Employee	Date
---------------------------	------

**PRAU USE ONLY**

Logged: \_\_\_\_\_

CE	Type	Code	Cat.	Reviewed	Accepted/ Rejected
1	V	PFUBTA	2	10/1/90	OK
2	V	PERECO	2	10/1/90	OK

Review not completed due to:

Plan superseded  
Grade change  
Reassignment  
Ceased duty

THREE

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee  O'NEILL, JOHN P.	2. Social Security Number  147-42-1004
---	--

3. Critical Element # 1 :

Obtain and Analyze Information: Develop and analyze information relative to the overall management and direction of investigative and administrative operations at Headquarters, field divisions, Legal Attaches, and any other specifically assigned projects. Based on information developed, formulate decisions and/or recommendations as to an office's or program's compliance with applicable statutory, regulatory, and policy requirements; means to correct deficiencies; and/or means to improve operations.

4. (a) ☒ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

With general direction and in accordance with inspection and/or project guidelines, gathers and analyzes information pertinent to assigned areas within established time frames. Identifies relevant issues and conducts additional research in overlapping areas in order to make sound determinations as to the effective and efficient operation of the programs or entities being reviewed. Conclusions reached are supportable by documentable information and are formulated on a timely basis. (The Performance Standard for the Minimally Acceptable level is no longer applicable/necessary effective 5/8/90.)

Fully Successful

Completely meets the minimally acceptable standards and exceeds them in that guidelines are appropriately interpreted and applied to issues of a complex nature which may involve overlapping areas of concern. Sound decisions and/or recommendations are made regarding the effectiveness and efficiency of the audit area assigned within the established time frames. Decisions and/or recommendations made are generally accepted without significant modifications.

Superior

Completely meets the fully successful standards and exceeds them in that appropriate interpretation of guidelines is made in those instances in which the issues are unusually complex and often overlap other areas of concern. Sound decisions and/or recommendations are made with respect to these issues in advance of established deadlines and are accepted/approved without significant modification. The decisions and/or recommendations made may have a significant impact on the effectiveness and efficiency of an operation in the office under inspection or any other entities with comparable programs.

6. Initials of Employee

Date

THREE

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
---	--

3. Critical Element # 2 :

Recording and Reporting Information: Provide oral and written communications regarding the information developed and analyzed during the course of inspection or project to Bureau management officials or other appropriate individuals.

4. (a) X Initial Assignment; (b) \_\_\_\_\_ Adjustment; (c) \_\_\_\_\_ Addition; (d) \_\_\_\_\_ Termination

## 5. PERFORMANCE STANDARDS

## Minimally Acceptable

Makes oral presentations which are usually articulated in a logical, clear manner inclusive of necessary facts and critical information. Prepares written communications which clearly present the results of the independent development and analysis of information obtained during the course of inspection or projects and which confirm previous oral representations. Written communications are grammatically correct, concise, and can generally withstand close scrutiny for sufficiency of content, soundness, and supportability of conclusions but which may require some revisions before final approval. Both oral and written communications are presented within established deadlines. (The Performance Standard for the Minimally Acceptable level is no longer applicable/necessary effective 5/8/90.)

## Fully Successful

Completely meets the minimally acceptable standards and exceeds them in that oral presentations are well articulated in such a manner as to enhance the acceptance of the information to be subsequently communicated in written form. Written communications are generally accepted without revision.

## Superior

Completely meets the fully successful standards and exceeds them in that oral presentations are made in such a manner as to convince the receiving official of the legitimacy of the information being conveyed and the appropriateness of the course of action being recommended. Written communications which serve to confirm information orally presented are often submitted in advance of established deadlines.

6. Initials of Employee

Date

THREE



October 16, 1989

PERSONAL

SSA John P. O'Neill  
Federal Bureau of Investigation  
Washington, D.C.

Dear John:

For the past two months, you have served, on an alternate basis with another Supervisor, as the Acting Chief of the Public Corruption Unit (PCU). As you can appreciate better than most, the PCU is one of the most sensitive, vital, and active units in the Criminal Investigative Division. It is for that reason that I take this opportunity to express my appreciation for the manner in which you performed these duties.

You have performed in an exceptional manner. Several significant and sensitive issues which were encountered during your tenure were handled in a most professional manner. You are commended for your devotion to the job, as witnessed by the many long hours you worked and for the excellent judgment you have consistently displayed.

Sincerely,

Larry A. Potts  
Chief, White-Collar Crimes Section  
Criminal Investigative Division

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Exec AD Adm. \_\_\_\_  
Exec AD Inv. \_\_\_\_  
Exec AD LES \_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_  
Crim. Inv. \_\_\_\_  
Ident. \_\_\_\_  
Insp. \_\_\_\_  
Intell. \_\_\_\_  
Lab. \_\_\_\_  
Legal Coun. \_\_\_\_  
Off. Cong. &  
Public Affs. \_\_\_\_  
Rec. Mgnt. \_\_\_\_  
Tech. Servs. \_\_\_\_  
Training \_\_\_\_  
Telephone Rm. \_\_\_\_  
Director's Sec'y \_\_\_\_

- 1 - Mr. Potts  
1 -   
1 - Personnel file of SSA John P. O'Neill

LAP:bam (5)

APPROVED:

Director

Dep. Dir.

ADD-Adm.

ADD-Inv.

Adm. Servs.

Crim. Inv.

Ident.

Inspection

Intell.

Laboratory

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67-679615-102  
Searched..... Numbered.....  
5 OCT 18 1990

17 NOV 02 1990

MAIL ROOM ☐

*Pers. Mgt. Unit*

September 25, 1990

PERSONAL

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Mr. John P. O'Neill  
Federal Bureau of Investigation  
Washington, D. C.

Dear Mr. O'Neil:

You are hereby directed to report to Mr. Baker,  
Criminal Investigation Division, Room 5012, for assignment on or  
after November 16, 1990.

Sincerely yours,

[Redacted Signature]  
Acting Personnel Officer

- 1 - [Redacted] (Personal Attention) (67-679605) Advise arrival date.  
1 - Mr. Baker (Personal Attention) SA O'Neil should contact Property Management Unit, Room 1B122, regarding Bureau property.  
1 - PPMU (Sent Direct)  
1 - Payroll Distribution  
1 - Voucher Unit  
1 - Property Management Unit  
1 - Facilities Management & Security Section  
SAH:cm (11) *CTW*  
Based on memorandum from John W. Greenleaf to [Redacted]  
9/25/90, JWG:rsm.

67-605-103  
18 NOV 7 1990

Dep. Dir. \_\_\_\_\_  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Asst. Dir.: \_\_\_\_\_  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. of Liaison & Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

APPROVED: \_\_\_\_\_  
Director \_\_\_\_\_  
Dep. Dir. \_\_\_\_\_  
ADD-Adm. \_\_\_\_\_  
ADD-Inv. \_\_\_\_\_  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Inspection \_\_\_\_\_  
Intell. \_\_\_\_\_  
Laboratory \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. of Liaison & Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_

18 NOV 16 1990

MAIL ROOM ☒

RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

Date 11/27/90

I certify that I have ☒ received ☐ returned the following Government property for official use:

388c

1 Key H-36

NOT RECORDED (Agt)  
DEC 06 1990

Reason for Returning: ☐ Absence for Maternity Reasons ☐ Military Leave ☐ Resignation 17  
☐ Retiring ☐ Transfer

**READ**  
The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed  
**DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.**

Very truly yours,  
(Signature) John O'Neil  
(Typed name) John O'Neil

17 DEC 06 1990

NOVEMBER 16, 1990

MR. JOHN P ONEILL  
INSPECTION DIVISION  
WASHINGTON, DC 20535

DEAR MR. ONEILL:

I am pleased to present you with the enclosed check in recognition of your EXCEPTIONAL performance as appraised under the Performance Management and Recognition System.

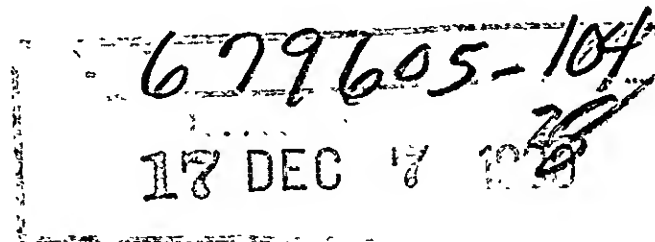
The cash value of your award is \$1,288.33.

I thank you for your many contributions throughout this past appraisal year and encourage you to continue these fine efforts in aggressive pursuit of the FBI's critical mission.

Sincerely yours,

William S. Sessions  
Director

Enclosure



CHECK SENT BY PRAU

NOV 16 1990

3/dyk

MAP #165

6/17-22/90

In connection with participation in the Management Aptitude Program (MAP), additional records identifiable with the employee are maintained at the FBI Academy by the Management Science Unit's Assessment Center.

To obtain copies of these additional records, call the Assessment Center, extension 3242.

  
X Megary, William C.

  
O'Neill, John P.  


Criminal Investigative  
Chicago  
Administrative Services  
Administrative Services  
Tampa  
Inspection  
Inspection  
Inspection  
Phoenix  
Chicago  
Buffalo  
Training

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67 - NOT RECORDED

OCT 19 1990

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17 NOV 02 1990

## REPORT OF FOREIGN TRAVEL

Date: 10/2/90

## PLEASE READ CAREFULLY

Note: Form must be typewritten or printed clearly in black ink. ALL QUESTIONS MUST BE ANSWERED. Submit original questionnaire to the Security Programs Unit, Records Management Division, FBIHQ, Room 4259. Furnish duplicate copies to employee's supervisor and the division Security Officer.

1. Official Bureau Name <u>John P. O'Neill</u>		
2. EOD Date <u>6/22/70</u>	3. Title/Grade <u>SSA/GM-14</u>	4. Division <u>INSPECTION</u>
5. Primary Job Responsibility <u>INSPECTION STAFF</u>		6. SCI Access <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
7. Family Members/Others Traveling with you (Indicate if any are foreign nationals)		
NAME <div style="border: 1px solid black; height: 30px; width: 100%;"></div>	RELATIONSHIP <u>FRIEND</u>	PLACE OF BIRTH <u>BAITMORE, MD.</u>
8. Proposed Itinerary (Use separate sheet if necessary)		
CITIES/COUNTRIES TO BE VISITED <u>HAMILTON, BERMUDA</u>	DATE <u>10/5/90</u> <u>to</u> <u>10/8/90</u>	MODE OF TRAVEL <u>Delta airlines</u>
9. Reasons for travel <u>Pleasure</u>	10. Will you be traveling with a tour group? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
11. Relatives or Friends to visited.		
NAME <u>LEBO Beach Resort</u>	ADDRESS	PHONE NUMBER <div style="border: 1px solid black; padding: 5px;">67 - NOT RECORDED 14</div>
BRIEFING DATE: <u>10/2/90</u>		DEBRIEFING DATE: <u>N/A</u> <u>O'Neill will advise if any difficulties occur</u>
<div style="border: 1px solid black; height: 50px; width: 100%;"></div> Security Officer's Signature		<u>John P. O'Neill</u> Employee's Signature

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SECURITY PROGRAMS UNIT  
File/4

FBI/DOJ



RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

Date 12-6-90 <sup>6PB</sup>

I certify that I have ☒ received ☐ returned the following Government property for official use:

36 CH 08719

ENCLOSURE TIF D-16

Ag 7

Reason for Returning: ☐ Absence for Maternity Reasons ☐ Military Leave ☐ Resignation  
☐ Retiring ☐ Transfer

**READ**

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed. DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

Very truly yours,

(Signature)

(Typed name)

DEC 11 1990

## REQUEST FOR PERSONNEL ACTION

### PART A—Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36 and 39.)

1. Actions Requested <b>RELOCATION</b>		2. Request Number
3. For Additional Information Call (Name and Telephone Number) <div></div> <b>4-5592</b>		4. Proposed Effective Date <b>12-03-90</b>
5. Action Requested By (Typed Name, Title, Signature, and Request Date) <b>WILLIAM J. ESPOSITO</b> <b>12-03-90</b>		6. Action Authorized By (Typed Name, Title, Signature, and Concurrence Date) <b>WILLIAM M. BAKER</b> <b>12-03-90</b>

### PART B—For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show all dates in month-day-year order.)

7. Name (Last, First, Middle) <b>ONEILL JOHN P</b>		2. Social Security Number <b>147-42-1004</b>	3. Date of Birth <b>02-06-52</b>	4. Effective Date <b>12-02-90</b>							
First Action		Second Action									
5-A. Code <b>901</b>	5-B. Nature of Action <b>RELOCATION</b>	6-A. Code	6-B. Nature of Action								
5-C. Code <b>FBI</b>	5-D. Legal Authority <b>28 U.S.C. 536</b>	6-C. Code	6-D. Legal Authority								
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority								
7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT SA-14-250 250</b>		15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT SA-14-230 230</b>									
8. Pay Plan <b>GM</b>	9. Occ. Code <b>1811</b>	10. Grade or Level <b>14</b>	11. Step or Rate	12. Salary <b>61,252.00</b>	13. Pay Basis <b>PA</b>	16. Pay Plan <b>GS</b>	17. Occ. Code <b>1811</b>	18. Grade or Level <b>14</b>	19. Step or Rate	20. Salary/Award	21. Pay Basis <b>PA</b>
14. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION INSPECTION DIVISION WASHINGTON, D. C. 1011</b>						22. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.</b>					

### Employee Data

23. Veterans Preference <b>1</b> 1—None 2—5 Point 3—10 Point/Disability 4—10 Point/Compensable 5—10 Point/Other 6—10 Point/Compensable/30%	24. Tenure <b>1</b> 0—None 1—Permanent 2—Conditional 3—Indefinite	25. Agency Use	26. Veterans Preference for RIF <b>YES</b> <input type="checkbox"/> <b>NO</b> <input type="checkbox"/>
27. FEGLI <b>B</b> <b>WAIVED</b>	28. Annuitant Indicator <b>9</b>	29. Pay Rate Determinant <b>0</b>	
30. Retirement Plan <b>6</b> <b>CSRS-SPEC</b>	31. Service Comp. Date (Leave) <b>06-22-70</b>	32. Work Schedule <b>F</b> I—Intermittent G—FT Seasonal H—FT On Call J—INT Seasonal F—Full-time P—Part-time Q—PT Seasonal R—PT On Call	33. Part-Time Hours Per Biweekly Pay Period

### Position Data

34. Position Occupied <b>2</b> 1—Competitive Service 2—Excepted Service 3—SES General 4—SES Career Reserved	35. FLSA Category <b>E</b> E—Exempt N—Nonexempt	36. Appropriation Code	37. Bargaining Unit Status			
38. Duty Station Code	39. Duty Station (City—County—State or Overseas Location) <b>67-619605-105</b>					
40. Agency Data	41.	42.	43.	44. <b>17 JAN 17 1991</b>		
45. Educational Level	46. Year Degree Attained	47. Academic Discipline	48. Functional Class	49. Citizenship <b>1</b> 1—USA 8—Other	50. Vietnam Era Vet <b>N</b> N—Yes N—No	51. Supervisory Status <b>4</b>

### PART C—Reviews and Approval (Not to be used by requesting office.)

1. Office/Function	Initials/Signature	Date	Office/Function	Initials/Signature	Date
A.			D.		
B.			E.		
C.			F.		
2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.			Signature	Approval Date <b>12-28-90</b>	

**PART D—Remarks by Requesting Office**

(Note to Supervisors: Do you know of additional or conflicting reasons for the employee's resignation/retirement?  
If "YES", please state these facts on a separate sheet and attach to SF52-B.)

☐ YES☐ NO**PART E—Employee Resignation/Retirement****Privacy Act Statement**

You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue

regulations with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary or Labor or a State agency in connection with administration of unemployment compensation programs.

The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled.

1. Reason for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day—midnight—unless you specify otherwise.)

2. Effective Date	3. Your Signature	4. Date Signed	5. Forwarding Address (Number, Street, City, State, ZIP Code)

**PART F—Remarks for SF 50**

FEPPD  
12-28-90  
SD

## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>					2. Social Security Number <b>147-42-1004</b>		3. Date of Birth <b>02-06-52</b>		4. Effective Date <b>12-02-90</b>			
<b>FIRST ACTION</b>					<b>SECOND ACTION</b>							
5-A. Code <b>901</b>		5-B. Nature of Action <b>RELOCATION</b>			6-A. Code		6-B. Nature of Action					
5-C. Code <b>FBI</b>		5-D. Legal Authority <b>28 U.S.C. 536</b>			6-C. Code		6-D. Legal Authority					
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority					
7. FROM: Position Title and Number  <b>SUPERVISORY SPECIAL AGENT 78-F0-713 250</b>					15. TO: Position Title and Number  <b>SUPERVISORY SPECIAL AGENT 78-F0-713 230</b>							
8. Pay Plan <b>GM</b>		9. Occ. Code <b>1811</b>	10. Grade/Level <b>14</b>	11. Step/Rate <b>00</b>	12. Salary <b>61,252.00</b>	13. Pay Basis <b>PA</b>	16. Pay Plan <b>GM</b>	17. Occ. Code <b>1811</b>	18. Grade/Level <b>14</b>	19. Step/Rate <b>00</b>	20. Salary/Award <b>61,252.00</b>	21. Pay Basis <b>PA</b>
14. Name and Location of Position's Organization  <b>FEDERAL BUREAU OF INVESTIGATION INSPECTION DIVISION 1011 WASHINGTON, D. C.</b>					22. Name and Location of Position's Organization  <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.</b>							
<b>EMPLOYEE DATA</b>												
23. Veteran Preference <b>1</b> 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure <b>1</b> 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
27. FEGLI <b>B</b> <b>WAIVED</b>					28. Annuitant Indicator <b>9</b>			29. Pay Rate Determinant <b>0</b>				
30. Retirement Plan <b>6</b> <b>CSRS-SPEC</b>					31. Service Comp. Date (Leave) <b>06-22-70</b>		32. Work Schedule <b>F</b> F - Full-time G - FT Seasonal I - Intermittent J - INT Seasonal P - Part-Time Q - PT Seasonal R - PT On-Call H - FT On-Call			33. Part-Time Hours Per Biweekly Pay Period		
<b>POSITION DATA</b>												
34. Position Occupied <b>2</b> 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved					35. FLSA Category <b>E</b> E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status		
38. Duty Station Code					39. Duty Station (City - County - State or Overseas Location)							
40. Agency Data		41.		42.		43.		44.				
45. Remarks												

67 - NOT RECORDED

FEB 22 1991

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>			50. Signature/Authentication and Title of Approving Official  <b>WILLIAM S. SESSIONS DIRECTOR</b>	
47. Agency Code	48. Personnel Office ID	49. Approval Date <b>12-28-90</b>		

RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

Date 12-6-90<sup>60B</sup>

I certify that I have ☐ received ☒ returned the following Government property for official use:

3/6  
CH 15671

D-10707-D-6

Agt

Reason for Returning: ☐ Absence for Maternity Reasons ☐ Military Leave ☐ Resignation  
☐ Retiring ☐ Transfer

READ

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed. DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

Very truly yours,

(Signature)

(Typed name)

John P. O'Neill  
John P. O'Neill

4

DEC 1 1990

# Memorandum

b6  
b7C



Dep. Dir. \_\_\_\_\_  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Asst. Dir.: \_\_\_\_\_  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. Liason & Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

To : Mr. Kennedy *mk*  
From : [Redacted] Chairman  
FBIHQ Mid-Level Career Board  
Subject : JOHN P. O'NEILL  
CAREER BOARD MATTER

Date 12/4/90

~~CAREER DEVELOPMENT PROGRAM FOR  
SUPERVISORY AND EXECUTIVE PERSONNEL~~

The Career Board has approved the promotion of John P. O'Neill, currently assigned to the Inspection Division, to GM-15 Unit Chief, Governmental Fraud Unit, Criminal Investigative Division. SSA O'Neill should be promoted effective the first pay period after assuming the duties of this position. SA O'Neill was rated Fully Successful or above in all elements of his last Performance Appraisal Report. There are no current administrative inquiries or recent administrative action of this Special Agent that would prohibit his transfer.

## RECOMMENDATION:

Administrative Services Division prepare the necessary communications to effect the above action.

APPROVED: Adm. Servs. \_\_\_\_\_ Legal Coun. \_\_\_\_\_ Off. of Liason  
Crim. Inv. \_\_\_\_\_ Rec. Mgnt. \_\_\_\_\_ & Int. Affs. \_\_\_\_\_  
Director \_\_\_\_\_ Ident. \_\_\_\_\_ Tech. Servs. \_\_\_\_\_ Off. of  
Dep. Dir. \_\_\_\_\_ Inspection \_\_\_\_\_ Training *cust* Public Affs. \_\_\_\_\_  
ADD-Adm. \_\_\_\_\_ Intell. \_\_\_\_\_ Cong. Affs. Off. \_\_\_\_\_  
ADD-Inv. \_\_\_\_\_ Laboratory \_\_\_\_\_ Off. of EEO \_\_\_\_\_

*okay  
to promote  
3/15/91*

*679605-106*  
18 JAN 24 1991

*2*  
MAR 9 1991

Transfer letter prepared  
dated 12-12-90 by SAH:dg

AED:evm 3 1991  
17 MAR 13 1991

*3dg*



December 12, 1990

PERSONAL

Mr. John P. O'Neill  
Federal Bureau of Investigation  
Washington, D. C.

Dear Mr. O'Neill:

You are hereby directed to report to Mr. Baker, Criminal Investigative Division, Room 5012, for assignment as Unit Chief of the Government Fraud Unit.

You will be promoted to Grade GM 15, effective the first full pay period following your arrival.

Sincerely yours,

Steven L. Pomerantz  
Deputy Assistant Director -  
Personnel Officer  
Administrative Services Division

1 - Mr. Baker (Personal Attention) (67-HQ-679605) Advise arrival date.

1 - [redacted] (Personal Attention) SA O'Neill should contact Property Management Unit, Room 1B122, regarding Bureau property.

1 - PPMU (Sent Direct)

1 - Payroll Distribution

1 - Voucher Unit

1 - Property Management Unit

1 - Facilities Management & Security Section

SAH:gg (11)

Based on memorandum from [redacted] to Mr. Kennedy, 12/4/90,

AED:evm.

b6  
b7C

679605-107  
18 JAN 24 1991

APPROVED:

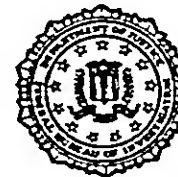
Adm. Servs. \_\_\_\_\_ Laboratory \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_ Legal Coun. \_\_\_\_\_  
Ident. \_\_\_\_\_ Tech. Servs. \_\_\_\_\_  
Director \_\_\_\_\_ Info. Mgnt. \_\_\_\_\_ Training \_\_\_\_\_  
Dep. Dir. \_\_\_\_\_ Cong. Affs. Off. \_\_\_\_\_  
ADD-Adm. \_\_\_\_\_ Inspection \_\_\_\_\_ Off. of EEO \_\_\_\_\_  
ADD-Inv. \_\_\_\_\_ Intell. \_\_\_\_\_

18 FEB 27 1991

Dep. Dir. \_\_\_\_\_  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. Liaison &  
Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

MAIL ROOM ☐

# Memorandum



Dep. Dir. \_\_\_\_\_  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. Liason & \_\_\_\_\_  
Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

To :

Date 12/14/90

From :

b6  
b7C

Subject : SSA JOHN P. O'NEILL  
SSN: 147-42-1004  
EOD: 7/6/76 (SA); GM-14  
OFFICE OF INSPECTIONS  
INSPECTION DIVISION

~~CAREER DEVELOPMENT PROGRAM FOR  
SUPERVISORY AND EXECUTIVE PERSONNEL~~

PURPOSE: To certify SSA John P. O'Neill as an Inspector's Aide under the Career Development Program.

DETAILS: SSA O'Neill reported to the Office of Inspections on 10/23/89. While assigned to the Office of Inspections, he participated in ten field office inspections, one FBIHQ inspection, and three Legal Attache inspections.

Based on his performance while assigned to the Office of Inspections, SSA O'Neill is now certified as an Inspector's Aide under the Career Development Program.

RECOMMENDATION: None. For information.

APPROVED:

ADD-Inv.

DET/CP

67- 179 605-1018  
Searched \_\_\_\_\_ Numbered 122  
5 FEB 25 1991

XEROX

- 1 - FBIHQ Mid-Level Career Board (Room 7150)
- 2 - Mr. Parsons

CJP:vb (4)

vb 38

67-NOT RECORDED  
18 MAR 21 1991

Added to Candidates  
MAP II level  
12-21-90  
Reg

3 K/Leom  
noted in Perm  
1/24/91  
ew

1. Payroll Name of Employee ONEILL JOHN P	2. Office of Assignment D10-STAFF 1011
3. Social Security Number 147-42-1004	4. PMRS Indicator M5
5. Position Title and Grade SUPERVISORY SPECIAL AGENT GM 14 - Inspector's Aide	6. Summary Rating  EXCEPTIONAL
7. Rating of Critical Element(s)	
E	E
# 1	# 2
#	#
#	#
#	#
#	#
#	#

[illegible]

100-105-109  
67-200-105-109  
Signed \_\_\_\_\_  
14 MAR 13 1991

Date \_\_\_\_\_

A	<input checked="" type="checkbox"/> <del>XXX</del>	Annual-Type	<input checked="" type="checkbox"/> <del>XXX</del>	Regular
C			<input type="checkbox"/>	Conversion
W			<input type="checkbox"/>	Unacceptable - Warning
F			<input type="checkbox"/>	Warning Resolution
L			<input type="checkbox"/>	Delayed
T	<input type="checkbox"/>	Special-Type	<input type="checkbox"/>	Position Change
O			<input type="checkbox"/>	Change in Rating Official
N			<input type="checkbox"/>	Current Appraisal
Q			<input type="checkbox"/>	Requested by FBIHQ
D			<input type="checkbox"/>	Conclusion of Detail
B			<input type="checkbox"/>	Unacceptable - Warning
K			<input type="checkbox"/>	Warning Resolution

Date \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_

Logged DAW 10/9  
 Reviewed DAW 10/9  
 Entered DAW 10-9  
 Verified \_\_\_\_\_  
 Printout \_\_\_\_\_

THREE

FBI/DOJ  
FORMX496

PPSTF, PFDBTA, PERECO & 10/23/59

16 MAR 15 1991

RECEIVED  
Instructions for Preparing the  
Performance Appraisal Report  
Cover Page  
PRAU

PERSONNEL SECTION

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

Items 1-3 Self-explanatory.

Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any CE is rated Unacceptable, the summary rating must be Unacceptable.) For annual conversions, simply copy the summary rating from the prior special.

Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.

Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.

Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.

Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.

Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FD-699 (REV. 1-19-88) REVISION TO ITEM 10 PER 5/8/90 AIRTEL CAPTIONED,

'PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (PMRS), POLICY REVISIONS'

10. I AM AWARE THAT A RATING OF LESS THAN FULLY SUCCESSFUL ON ANY CRITICAL ELEMENT MAY PRECLUDE ME FROM CONSIDERATION FOR PROMOTION, ADMINISTRATIVE ADVANCEMENT AND/OR OFFICE OF PREFERENCE TRANSFER, AND MAY BE THE BASIS FOR MY REASSIGNMENT, REDUCTION IN GRADE OR REMOVAL. IN ADDITION, I AM AWARE THAT MY SUMMARY RATING, IF BELOW THE FULLY SUCCESSFUL LEVEL, MAY BE THE BASIS FOR A ZERO MERIT INCREASE AND ONE-HALF OR NO GENERAL INCREASE. MY SIGNATURE ONLY INDICATES THAT I HAVE REVIEWED THIS APPRAISAL, NOT THAT I AM NECESSARILY IN AGREEMENT WITH THE INFORMATION HEREIN OR THAT I AM RELINQUISHING MY RIGHT TO REQUEST RECONSIDERATION OF IT.

gpb  
INITIALS OF EMPLOYEE

9/28/90  
DATE

Federal Bureau of Investigation  
Performance Management and Recognition System  
**Performance Appraisal Report - Evaluation Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee  O'NEILL, JOHN P.	2. Social Security Number  147-42-1004
---	--

3. Specify general nature of assignment during most of the appraisal period.

CONDUCTS FIELD DIVISION, LEGAL ATTACHE, AND FBI HEADQUARTERS INSPECTIONS; ADMINISTRATIVE INQUIRIES; SHOOTING INQUIRIES; AND SPECIAL INQUIRIES AS DIRECTED.

4. Critical Element # 1 as listed on the Plan. 4a. Descriptor:

OBTAIN AND ANALYZE INFORMATION

5. Rating Level: EXCEPTIONAL

Supervisory Special Agent (SSA) O'Neill reported to the Inspection Division as an Inspector's Aide on 10/23/89. Since then, he has participated in the inspection of one Headquarters division and ten field divisions. In eight of those 11 inspections, he has been assigned audits which were considered to be Most Complex. He has audited major investigative programs, large squads, and large resident agencies. SSA O'Neill has consistently demonstrated the ability to quickly collect and correctly analyze voluminous amounts of data. During one inspection, he identified an ineffective and inefficient Agent and documented his findings in a Significant Deficiency Write-Up. In other inspections, he has identified deficiencies in several of his audit areas. His resultant recommendations for improvement are always logically supported by his superb analyses.

During the rating period, SSA O'Neill also participated in a shooting inquiry in the Las Vegas Division. His efforts were described by the Inspector-in-Charge of the inquiry as being thorough, objective, and demonstrating the continuing professionalism of the FBI.

His performance in this critical element on all his inspection assignments has consistently been at the Exceptional level which has earned him an overall rating of Exceptional for the rating period.

  
6. Initials of Employee

9/28/90  
Date



## **Instructions for Preparing the Performance Appraisal Report Evaluation Page**

**NOTE:** No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials and date, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

**Items 1-2**     Self-explanatory.

**Item 3**       Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, and the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

**Item 4**       Record the CE by its identifying number from the Performance Plan and provide, in item 4a., its title and/or a brief summary of the element.

**Item 5**       Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific examples** of accomplishments/deficiencies noted during the appraisal period.

Narrative summaries are required for each CE rated above or below the Fully Successful level. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve. Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

**Item 6**       Self-explanatory.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee  O'NEILL, JOHN P.	2. Social Security Number  147-42-1004
---	--

3. Specify general nature of assignment during most of the appraisal period.

CONDUCTS FIELD DIVISION, LEGAL ATTACHE, AND FBI HEADQUARTERS INSPECTIONS; ADMINISTRATIVE INQUIRIES; SHOOTING INQUIRIES; AND SPECIAL INQUIRIES AS DIRECTED.

4. Critical Element # 2 as listed on the Plan. 4a. Descriptor:

## RECORDING AND REPORTING INFORMATION

5. Rating Level: EXCEPTIONAL

SSA O'Neill's oral presentation have been invariably well organized, thorough, highly persuasive, and accurate. His written products reflected his exceptional analytical abilities, were submitted within established timeframes, and required little or no modification. SSA O'Neill has the ability to reduce complex issues to writing in such a manner that everything becomes easily understood and the recommendations flow logically from the excellent analysis conducted.

SSA O'Neill has certainly earned an Exceptional rating for this critical element. He has been a credit to the Inspection Staff during his assignment to the Inspection Division.

JOE  
6. Initials of Employee

9/28/90  
Date

**Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Plan - Notice Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <b>JOHN P. O'NEILL</b>	2. Social Security Number <b>147-42-1004</b>
3. Position Title and Grade <b>UNIT CHIEF GM-15</b>	4. Office of Assignment (0623) <b>Governmental Fraud Unit</b> <del>White-Collar Crimes Section</del>

This Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

5. <u><i>John Paul O'Connor</i></u> Signature of Rating Official	<u>1/25/91</u> Date
6. <u><i>William J. Egan</i></u> Signature of Reviewing Official	<u>1/25/91</u> Date

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level on any element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer and that performance resulting in a summary rating below the Fully Successful level may be the basis for a zero merit increase. In addition, I am aware that Unacceptable performance on any element may be the basis for my reassignment, reduction in grade, or removal.

7. <u><i>John P. O'Neill</i></u> Signature of Employee	<u>See Attached Sheet</u> <u>1/25/91</u> Date
---	---

**Plan Modification**

The attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

8. _____ Signature of Rating Official	_____ Date
9. _____ Signature of Reviewing Official	_____ Date

I have been advised of this modification to my Plan and am aware that the consequences of my performance as specified above continue to apply.

10. _____ Signature of Employee	_____ Date
------------------------------------	---------------

**PRAU USE ONLY**

Logged: \_\_\_\_\_

*entdyk 2/20*

CE	Type	Code	Cat.	Reviewed	Accepted/ Rejected
1	V	PAPROG	A	<i>dyk 2/20/91</i>	OK
2	V	PBSOPE	A	<i>/</i>	OK
3	V	PEcomm	A	<i>/</i>	OK
4	<b>NOT RECORDED</b>			<i>/</i>	OK

Review not completed due to:

Plan superseded \_\_\_\_\_  
 Grade change \_\_\_\_\_  
 Reassignment \_\_\_\_\_  
 Ceased duty \_\_\_\_\_

*THREE*

## Instructions for Preparing the Notice Page

FD-698a  
FEB 12 11 13 16

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. **Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process.** A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page. No submission to the PRAU is necessary.

Items 8-10 of the retained office copy are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. **Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.**

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

Attachment to Buairtel to All SACs and All LEGATs  
RE: PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (PMRS)  
POLICY REVISIONS

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level on any element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer and may be the basis for my reassignment, reduction in grade, or removal. In addition, I am aware that performance resulting in a summary rating below the Fully Successful level may be the basis for a zero merit increase and one-half or no general increase.

JD  
employee's initials

2/11/91  
employee's date

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

UNIT CHIEF GM-15

1. Payroll Name of Employee  
JOHN P. O'NEILL2. Social Security Number  
147-42-10043. Critical Element # 1:

**PROGRAM/RESOURCE MANAGEMENT:** Manages unit program(s) or program functions utilizing available resources. Develops and/or maintains systems of internal accounting and control to monitor efficiency of operations and to prevent or minimize potential losses from fraud, waste or abuse.

4. (a) ☐ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

Requires general administrative and policy supervision to manage assigned program(s) or functions in accordance with FBI and Department of Justice policies, guidelines and factors of obvious

N/A PER 5/8/90 AIRTEL CAPTIONED, "PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM, POLICY REVISIONS"  
 EMPLOYEE'S INITIALS JO DATE 2/11/91

Achieves objectives at acceptable cost level. control and accounting systems that are sufficient to assure compliance with pertinent regulation, policies and FBI and DOJ guidelines.

Fully Successful

Requires limited administrative and policy supervision to manage assigned program(s) or functions in accordance with FBI and DOJ policies, guidelines and procedures. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones. Assignment of responsibilities to subordinate personnel reflects their varying levels of experience and personal qualification, thereby ensuring the effective use of personnel resources. Frequently initiates actions to enhance the program(s) or functions. Establishes, maintains and regularly monitors effective systems of internal accounting and control that assure compliance with applicable regulations. Introduces viable modifications to established methods to improve control systems which are sufficient to enhance cost efficiency of operations and frequently results in reduction of specific program costs.

Superior

Requires minimal administrative and policy supervision to manage assigned program(s) or functions in accordance with FBI and DOJ policies, guidelines and procedures. Consistently anticipates potential variation/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration. Effectively assigns responsibility for various specific functions to subordinates, resulting in more efficient achievement of objectives. Continually initiates action to enhance the program(s) or functions. Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Control mechanisms are continually reviewed and adjusted as necessary to encourage compliance with requirements, resulting in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.

6. Initials of Employee

Date

THREE

FBI/DOJ



FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

UNIT CHIEF GM-15

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Critical Element # 2: SUPERVISION OF SUBORDINATES: Assigns and reviews work of subordinates, evaluating and striving to develop ability of each to perform designated duties. Completes full range of personnel actions, including performance appraisals, recommendations for within-grade and quality step increases, promotions, reassignments, and the like. Maintains oversight of time and attendance and other related administrative records.

4. (a) Initial Assignment; (b) Adjustment; (c) Addition; (d) Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

Observes, evaluates and corrects activities of each subordinate on a regular basis, dependent upon workload and status of pending assignments. Formal reviews performance at least annually.

as N/A PER 5/8/90 AIRTEL CAPTIONED, "PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM, POLICY REVISIONS"  
pr  
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rec  
EMPLOYEE'S INITIALS JO DATE 2/11/91

Feedback  
d  
h  
on

est employment opportunity and affirmative actions as acceptable format, in accordance with government policy and regulation, and within established time constraints, and reviews such actions (CONTINUED ON ATTACHED)

Fully Successful

Observes, evaluates and corrects activities of each subordinate on a regular basis, recognizing and appropriately responding to circumstances requiring adjustments to normal schedule of review. When practical, makes work assignments that are reflective of subordinates' interests and potential, in addition to demonstrated ability. Reviews performance on a personal basis tailored to meet individual strengths and weaknesses. Makes conscientious effort to provide on-the-job training and recommend formal training opportunities for eligible employees when same may enhance individual effectiveness or promotional opportunities.

Effectively integrates various personnel actions affecting subordinates, thereby demonstrating awareness of continuing significance of basic principles of personnel management. Assures the propriety, accuracy and (CONTINUED ON ATTACHED)

Superior

Actively works with each subordinate, as appropriate, to assure that individual assignments and performance equate reasonably to the individual's abilities. Observes, evaluates and corrects activities of each subordinate on a continuing basis, and in accordance with standard procedures, employing effective methods of time management to ensure reasonable allocation of time to both operational and administrative assignments. Through personal involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.

Utilizes full range of personnel actions, including on-the-job and formal training, to acknowledge and improve skills and performance of subordinates. Consistently ensures the submission of personnel actions prior to deadlines, when feasible, and in accordance with both the basic (CONTINUED ON ATTACHED)

6. Initials of Employee JO

Date 1/25/91

THREE

Performance Plan  
Critical Element and Performance Standards Page (CONT'D)

Critical Element No. 2  
SUPERVISION OF SUBORDINATES

MINIMALLY ACCEPTABLE

completed by subordinates to assure acceptability. Keeps employees apprised of administrative and general interest matters. Oversight of records is adequate to ensure timely and accurate maintenance of same.

FULLY SUCCESSFUL

timeliness of personnel action submissions and administrative recordkeeping is completed personally or by subordinates. When feasible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses.

SUPERIOR

requirements and the intent of pertinent policy, including equal employment opportunity and affirmative action. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates.

N/A PER 5/8/90 AIRTEL CAPTIONED, "PERFORMANCE MANAGEMENT AND  
RECOGNITION SYSTEM, POLICY REVISIONS"  
EMPLOYEE'S INITIALS MD DATE 2/11/91

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

UNIT CHIEF GM-15

1. Payroll Name of Employee  
JOHN O'NEILL

2. Social Security Number  
147-42-1004

3. Critical Element # 3:  
**COMMUNICATION SKILLS:** Prepare written communications and make oral presentations which convey ideas, facts, requests, recommendations, conclusions, procedures, estimates and projections based on available information in order to inform superiors, peers, subordinates and persons outside the FBI as required.

4. (a) ☐ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

With limited direction and guidance, prepares written and oral communications which are clear, accurate, sufficiently convey ideas, facts, etc., and are generally completed within deadlines. Sufficiently ensures that written and oral communications comprehensively address related issues which impact on the unit. Written and oral communications regularly facilitate unit objectives and allow superiors, peers and subordinates to formulate appropriate courses of action. Formal presentations are organized and clearly given. Required research/preparation is adequate to ensure proper coverage of selected topic.

Fully Successful

With general direction and guidance, prepares written and oral communications which are clear, accurate, effectively convey ideas, facts, etc., and are occasionally completed prior to deadlines. Generally ensures that written and oral communications comprehensively address related issues which impact on the unit. Written and oral communications frequently facilitate unit objectives and generally allow superiors, peers and subordinates to formulate appropriate courses of action. Formal presentations are well-organized and effectively executed, clearly indicating proper depth of preparation. Treatment of selected topics of information is frequently tailored to reflect background and stated interests of intended audience.

Superior

Independently, and on own initiative, prepares written and oral communications which are clear, accurate, comprehensively conveys ideas, facts, etc., and are usually completed prior to established deadlines. Consistently ensures that written and oral communications comprehensively address related issues which impact on the unit. Written and oral communications continually facilitate unit objectives and consistently allow superiors, peers and subordinates to formulate appropriate courses of action. Consistent high quality of formal presentation enhances the Bureau's reputation as an authoritative source of useful information. Organization and execution of presentations demonstrate personal expertise.

6. Initials of Employee

Date

THREE

N/A PER 5/8/90 AIRTEL CAPTIONED, "PERFORMANCE MANAGEMENT AND  
RECOGNITION SYSTEM, POLICY REVISIONS"  
EMPLOYEE'S INITIALS JO DATE 2/11/91

FBI/DOJ

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

UNIT CHIEF GM-15

1. Payroll Name of Employee  
JOHN P. O'NEILL2. Social Security Number  
147-42-1004

3. Critical Element # 4: LIAISON: As necessary to promote Bureau interests and accomplish assigned responsibilities, establishes and maintains liaison with other law enforcement and Government agencies, and the general public. Establishes, maintains and coordinates support for investigative operations through contacts with pertinent outside agencies. Liaison ranges from informal contacts with equivalent personnel in other organizations to the conduct/preparation of seminars, speeches and media releases.

4. (a) Initial Assignment, (b) Adjustment, (c) Addition, (d) Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

Establishes and maintains basic channels of communication to exchange work-related information on a timely basis. Contacts sufficiently enhance the attainment of unit objectives and assigned tasks. Presents Bureau policy accurately, maintaining a professional appearance and demeanor. Appropriately recognizes and responds to relative authority of those with whom contact is made and accordingly preserves a professional relationship. Generally anticipates those sensitive situations that are beyond personal capabilities to effectively handle and refers such to

N/A PER 5/8/90 AIRTEL CAPTIONED, "PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM, POLICY REVISIONS"  
 EMPLOYEE'S INITIALS JO DATE 2/11/91

Strives to expand and improve traditional liaison contacts which generally enhance the attainment of unit objectives and assigned tasks. Presents Bureau policy accurately and persuasively, as evidenced by occasional enhancement of inter-agency channels of communication that expedite the timely exchange of necessary information. Consistently maintains a professional image that aids in establishing personal credibility and effectiveness. Generally handles those contacts who display reluctance or antagonism when dealing with the FBI adroitly; tactfully refers those unusual situations beyond personal scope to superiors.

Superior

Diligence in maintaining contact improves/broadens existing lines of communications and continually enhances the attainment of unit objectives/assigned tasks. Work in the area of liaison results in increased timeliness of obtaining data that could otherwise require lengthy negotiations. Persuasiveness in obtaining cooperation enhances likelihood of attainment of mutually beneficial objectives and thereby increases effective utilization of resources. In dealing with others, consistently demonstrates leadership skills which result in the establishment of a high degree of credibility that enhances the quick and positive resolution of sensitive issues.

6. Initials of Employee JODate 1/25/91

THREE

MID-MAP #51

~~MAP #165~~

~~6/17-22/90~~ 8/19-24/90

In connection with \_\_\_\_\_ participation in the Management Aptitude Program (MAP), additional records identifiable with the employee are maintained at the FBI Academy by the Management Science Unit's Assessment Center.

To obtain copies of these additional records, call the Assessment Center, extension 3242.



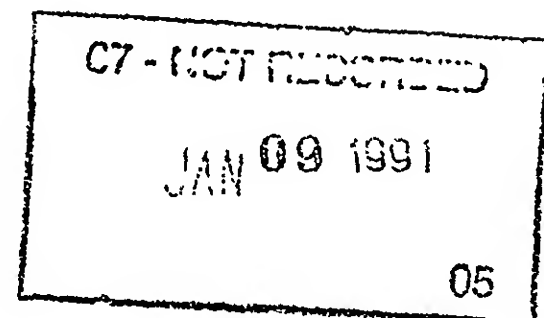
XMegary, William C.

CO'Neill, John P.



Criminal Investigative  
Chicago  
Administrative Services  
Administrative Services  
Tampa  
Inspection  
Inspection  
Inspection  
Phoenix  
Chicago  
Buffalo  
Training

b6  
b7C



17 FEB 05 1991



## REQUEST FOR PERSONNEL ACTION

### PART A—Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36 and 39.)

1. Actions Requested <b>PROMOTION</b>		2. Request Number
3. Additional Information Call (Name and Telephone Number) <b>SMW</b>		4. Proposed Effective Date <b>12-02-90</b>
5. Action Requested By (Typed Name, Title, Signature, and Request Date) <b>SMW</b> <b>12-28-90</b>	6. Action Authorized By (Typed Name, Title, Signature, and Concurrence Date) <b>SMW</b> <b>12-28-90</b>	

### PART B—For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show all dates in month-day-year order.)

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>		2. Social Security Number <b>147-42-1004</b>	3. Date of Birth <b>02-06-52</b>	4. Effective Date <b>12-02-90</b>							
<b>First Action</b>		<b>Second Action</b>									
5-A. Code <b>702</b>	5-B. Nature of Action <b>PROMOTION</b>	6-A. Code	6-B. Nature of Action								
5-C. Code <b>FBI</b>	5-D. Legal Authority <b>28 U.S.C. 536</b>	6-C. Code	6-D. Legal Authority								
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority								
7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT SA-14-230 230</b>		15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT SA-15-210 210</b>									
8. Pay Plan <b>GM</b>	9. Occ. Code <b>1811</b>	10. Grade or Level <b>14</b>	11. Step or Rate	12. Salary <b>61,252.00</b>	13. Pay Basis <b>PA</b>	16. Pay Plan <b>GS</b>	17. Occ. Code <b>1811</b>	18. Grade or Level <b>15</b>	19. Step or Rate	20. Salary/Award	21. Pay Basis <b>PA</b>
14. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.</b>						22. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.</b>					

### Employee Data

23. Veterans Preference <b>1</b> 1—None 3—10 Point/Disability 5—10 Point/Other 2—5 Point 4—10 Point/Compensable 6—10 Point/Compensable/30%	24. Tenure <b>1</b> 0—None 2—Conditional 1—Permanent 3—Indefinite	25. Agency Use	26. Veterans Preference for RIF <b>YES</b> <input type="checkbox"/> <b>NO</b> <input type="checkbox"/>
27. FEGLI <b>B</b> <b>WAIVED</b>	28. Annuitant Indicator <b>9</b>	29. Pay Rate Determinant <b>0</b>	
30. Retirement Plan <b>6</b> <b>CSRS-SPEC</b>	31. Service Comp. Date (Leave) <b>06-22-70</b>	32. Work Schedule <b>F</b> I—Intermittent J—INT Seasonal F—Full-time G—FT Seasonal H—FT On Call P—Part-time Q—PT Seasonal R—PT On Call	33. Part-Time Hours Per Biweekly Pay Period

### Position Data

34. Position Occupied <b>2</b> 1—Competitive Service 3—SES General 2—Excepted Service 4—SES Career Reserved	35. FLSA Category <b>E</b> E—Exempt N—Nonexempt	36. Appropriation Code <b>67</b>	37. Bargaining Unit Status
38. Duty Station Code	39. Duty Station (City—County—State or Overseas Location) <b>14 MAY 21 2 10 PM '91</b>		
40. Agency Data	41.	42.	43.
44.	45. Educational Level		
46. Year Degree Attained	47. Academic Discipline	48. Functional Class	49. Citizenship <b>11—USA 8—Other</b>
50. Vietnam Era Vet <b>IV—Yes N—No</b>	51. Supervisory Status <b>1</b>		

### PART C—Reviews and Approval (Not to be used by requesting office.)

1. Office/Function	Initials/Signature	Date	Office/Function	Initials/Signature	Date
A.			D.		
B.			E.		
C.	<b>14 MAY 28 1991</b>		F.		
2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.			Signature	Approval Date <b>12-28-90</b>	



**PART D—Remarks by Requesting Office**

(Note to Supervisors: Do you know of additional or conflicting reasons for the employee's resignation/retirement?  
If "YES", please state these facts on a separate sheet and attach to SF52-B.)

☐ YES☐ NO**PART E—Employee Resignation/Retirement****Privacy Act Statement**

You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue

regulations with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary or Labor or a State agency in connection with administration of unemployment compensation programs.

The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled.

1. Reason for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day—midnight—unless you specify otherwise.)

2. Effective Date

3. Your Signature

4. Date Signed

5. Forwarding Address (Number, Street, City, State, ZIP Code)

**PART F—Remarks for SF 50**b6  
b7C

DEP  
12-28-50  
OK

DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
COMMUNICATION MESSAGE FORM

1571/177/129

PAGE 1 OF 1

DATE

6/25/91

CLASSIFICATION

UNCLAS E F T O

PRECEDENCE

ROUTINE

FM DIRECTOR FBI

TO ALL FBI FIELD OFFICES/ROUTINE/

ALL LEGATS/ROUTINE/

BT

UNCLAS E F T O

CITE: //0015//

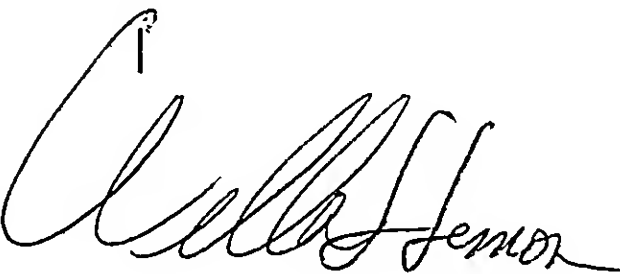
PASS: PERSONAL ATTENTION ALL SACS; PERSONAL ATTENTION ALL  
LEGATS.

SUBJECT: PERSONNEL CHANGE.

I AM PLEASED TO ADVISE YOU OF THE FOLLOWING PERSONNEL  
CHANGE:

JOHN P. O'NEILL, CURRENTLY ASSIGNED TO THE CRIMINAL  
INVESTIGATIVE DIVISION, HAS BEEN DESIGNATED ASSISTANT SPECIAL  
AGENT IN CHARGE (ASAC) CHICAGO DIVISION.

BT



AED:1fr

6-25-91

7150

5605

- 1 - Mr. Clarke
- 3 - [REDACTED]
- 1 - Each Special Assistant to the Director (5)
- 1 - [REDACTED]
- 1 - Public Affairs
- 1 - Media Services Unit
- 1 - OLIA
- 1 - PPMU
- 1 - SA Transfer

- 1 - Mr. Greenleaf
- 1 - Each Assistant Director
- 1 - Congressional Affairs
- 1 - [REDACTED]
- 1 - Career Board
- 1 - [REDACTED]

3/AED:1fr

b6  
b7C

FEDERAL BUREAU OF INVESTIGATION  
COMMUNICATIONS CENTER

2150  
JUL 03 1991

APPROVED:

Director  
Asst. Dir.  
Adm.  
Inv.

Adm. Servs.  
Crim. Inv.  
Ident.  
Inspection  
Intell.  
Laboratory

Legal Coun.  
Rec. Mgnt.  
Tech. Servs.  
Training  
Cong. Affs. Off.  
Off. of EEO

Off. of Liaison  
& Int. Affs.  
Off. of  
Public Affs.

May 24, 1991

Mr. William J. Esposito  
Federal Bureau of Investigation  
Washington, D.C.

*John P. O'Neill*

RE: ORGANIZED CRIME REGIONAL CONFERENCE  
FORT LAUDERDALE, FLORIDA  
APRIL 29 - MAY 3, 1991

Dear Mr. Esposito:

On behalf of the Organized Crime Section at FBI Headquarters, I would like to take this opportunity to express personally my appreciation to Unit Chief John P. O'Neill for participating as a speaker at captioned conference. His presentation on the FBI's investigative interests in the removal and disposal of hazardous waste was most informative and well received. His handling of this timely issue provided an excellent insight into the formidable tasks facing many field offices as they attempt to undertake hazardous waste investigations.

Again, please thank Unit Chief O'Neill for his significant contribution to making this conference a success.

Sincerely yours,

William M. Baker  
Assistant Director  
Criminal Investigative Division

- 1 - Mr. Baker
- 1 - Mr. Bryant
- 1 - Mr. Esposito

1 - [Redacted]

- 1 - Mr. O'Neill

1 - [Redacted]

- ① - Personnel File of John P. O'Neill
- JSP:vlr (12)

*Wm*

6/1/91 NOT RECORDED  
18 JUN 13 1991

DUPLICATE YELLOW

**RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE**

Date 1/7/91

I certify that I have received and/or returned the Government property acknowledged below for official use:

RECEIVED: ☒ FBI IDENTIFICATION CARD NO. \_\_\_\_\_  
 HANDBOOK FOR FBI EMPLOYEES \_\_\_\_\_  
 SPECIAL EMPLOYEE CREDENTIAL CARD NO. \_\_\_\_\_  
 SPECIAL AGENT CREDENTIAL CARD NO. \_\_\_\_\_  
 SPECIAL AGENT BADGE NO. \_\_\_\_\_  
 KEY NO. \_\_\_\_\_ HOOK NO. \_\_\_\_\_ ROOM NO. \_\_\_\_\_  
 U.S. GOVERNMENT OPERATORS CARD NO. \_\_\_\_\_  
 OTHER US SPRINT CARD NO.  \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

RETURNED: ☒ ☒Reason for Returning: ☐ Absence for Maternity Reasons ☐ Transfer ☐ Military Leave ☐ Resignation ☐ Retiring

b2

FBI IDENTIFICATION CARD NO. \_\_\_\_\_  
 HANDBOOK FOR FBI EMPLOYEES \_\_\_\_\_  
 SPECIAL EMPLOYEES CREDENTIAL CARD NO. \_\_\_\_\_  
 SPECIAL AGENT CREDENTIAL CARD NO. \_\_\_\_\_  
 SPECIAL AGENT BADGE NO. \_\_\_\_\_  
 KEY NO. \_\_\_\_\_ HOOK NO. \_\_\_\_\_ ROOM NO. \_\_\_\_\_  
 U.S. GOVERNMENT OPERATORS CARD NO. \_\_\_\_\_  
 OTHER AT+T CALLING CARD NO.  \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**READ**

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed.  
DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

(Signature)

(Typed name)

JOHN P. ONEILL

(SSN.)

147-42-1004

18 APR 3 1991

38

3/ant

## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>				2. Social Security Number <b>147-42-1004</b>		3. Date of Birth <b>02-06-52</b>		4. Effective Date <b>12-02-90</b>				
<b>FIRST ACTION</b>					<b>SECOND ACTION</b>							
5-A. Code <b>702</b>		5-B. Nature of Action <b>PROMOTION</b>			6-A. Code		6-B. Nature of Action					
5-C. Code <b>FBI</b>		5-D. Legal Authority <b>28 U.S.C. 536</b>			6-C. Code		6-D. Legal Authority					
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority					
7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-713 230</b>					15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-714 210</b>							
8. Pay Plan <b>GM</b>		9. Occ. Code <b>1811</b>	10. Grade/Level <b>14</b>	11. Step/Rate <b>00</b>	12. Salary <b>61,252.00</b>	13. Pay Basis <b>PA</b>	16. Pay Plan <b>GM</b>	17. Occ. Code <b>1811</b>	18. Grade/Level <b>15</b>	19. Step/Rate <b>00</b>	20. Salary/Award <b>64,927.00</b>	21. Pay Basis <b>PA</b>
14. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.</b>					22. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.</b>							
<b>EMPLOYEE DATA</b>												
23. Veteran Preference <b>1</b> 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure <b>1</b> 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
27. FEGLI <b>B WAIVED</b>					28. Annuitant Indicator <b>9</b>			29. Pay Rate Determinant <b>0</b>				
30. Retirement Plan <b>6 CSRS-SPEC</b>			31. Service Comp. Date (Leave) <b>06-22-70</b>		32. Work Schedule <b>F</b> F - Full-time P - Part-time I - Intermittent G - FT Seasonal Q - PT Seasonal J - INT Seasonal H - FT On-Call R - PT On-Call			33. Part-Time Hours Per Biweekly Pay Period				
<b>POSITION DATA</b>												
34. Position Occupied <b>2</b> 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved			35. FLSA Category <b>E</b> E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status				
38. Duty Station Code			39. Duty Station (City - County - State or Overseas Location)									
40. Agency Data		41.		42.		43.		44.				

45. Remarks

**CONGRATULATIONS ON YOUR PROMOTION!**

67 - NOT RECORDED

MAY 21 1991

23

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>			50. Signature/Authentication and Title of Approving Official <b>WILLIAM S. SESSIONS DIRECTOR</b>	
47. Agency Code	48. Personnel Office ID	49. Approval Date <b>12-28-90</b>		



U.S. Department of Justice

Federal Bureau of Investigation

In Reply, Please Refer to  
File No.

Post Office Box 1630  
San Antonio, Texas 78296

January 20, 1989

b2  
b6  
b7C

Mr. Floyd V. Clarke  
Assistant Director  
Criminal Investigative Division  
Federal Bureau of Investigation  
Washington, D.C.

Dear Floyd:

I would like to commend to you Supervisory Special Agent (SSA) John P. O'Neill of the Public Corruption Unit for his efforts on behalf of the San Antonio Division in connection with the [redacted] investigation. It is in no small measure due to the counsel of SSA O'Neill that the first indictments in this matter are expected shortly, only eight months after the investigation started.

When this investigation was initiated, the Public Corruption Unit was understaffed. Despite this fact, SSA O'Neill provided this office with a level of personalized service that is rarely seen. No matter the time of day or day of the week, SSA O'Neill was always available to answer questions as they arose.

Additionally, SSA O'Neill was able to expeditiously handle the approval process for the four Title III wire intercepts utilized in this investigation. This expeditious handling significantly enhanced the investigative efforts being conducted by the Washington Metropolitan, Tampa, and San Antonio Field Offices.

SSA O'Neill was also able to successfully facilitate the obtaining of technical equipment and temporary duty Special Agent monitors for the Title III's. Again, the efforts of SSA O'Neill complemented the investigative efforts of the Field.

In summary, the overall quality of assistance provided by SSA O'Neill has been exceptional and has substantially contributed to the successful resolution of the [redacted] investigation.

Sincerely,

Charlie

Charlie J. Parsons  
Special Agent in Charge

① [redacted]  
② [redacted]  
③ Personnel file

John: Thanks for your exceptional efforts  
101

67-679405-111



AIRTEL

160  
124  
10/5/93

Director, FBI (67-313-1)

PERSONAL ATTENTION

ADIC, New York  
SACs, Anchorage  
Atlanta  
Buffalo  
Chicago  
Cincinnati  
Cleveland  
Denver  
Houston  
Jackson  
Los Angeles  
Minneapolis  
Oklahoma City  
Portland  
Phoenix

John P O'Neill

SAN FRANCISCO DIVISION INSPECTION  
11/1/93 - 11/19/93

The San Francisco Division is scheduled for inspection 11/1/93 - 11/19/93. As confirmed by telephonic contact, the following Inspectors-in-Place, Assistant Inspectors-in-Place and support employees will report to the San Francisco Division for inspection assignment. Hotel accommodations will be made by Inspector-in-Charge Joseph R. Wolfinger, and the below-listed employees will be advised prior to their arrival:

- 18 - [redacted]  
3 - [redacted]  
(1 - Inspection Notification Folder)  
(1 - San Francisco Green Folder)  
①8 - Personnel Files of Below-listed Employees  
1 - Mr. Wolfinger  
1 - [redacted]  
1 - [redacted]  
WCT:mmw (73)

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See Note Page 3

Airtel to SACs, Anchorage, et. al.  
Re: San Francisco Division Inspection  
11/1/93 - 11/19/93

Inspectors-in-Place

[redacted] New York Division)  
- (Minneapolis Division)  
[redacted] - (Cincinnati Division)  
John P. O'Neill - (Chicago Division) ✓

Assistant Inspectors-in-Place

[redacted] - (Oklahoma City Division)  
[redacted] - (Jackson Division)  
[redacted] - (Los Angeles Division)  
[redacted] (Anchorage Division)  
- (Atlanta Division)  
[redacted] (Phoenix Division)  
- (Buffalo Division)

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Support Personnel

[redacted] - (Cleveland Division)  
[redacted] (Denver Division)  
[redacted] - (Buffalo Division)  
[redacted] - (New York Division)  
[redacted] - (Portland Division)  
[redacted] - (New York Division)  
[redacted] - (Houston Division)

Receiving offices' travel budgets will not be charged for expenses incurred by the above-listed employees during the San Francisco Division inspection. However, the following instructions have been issued by the Administrative Services Division with respect to proper submission of vouchers relating to reimbursement for expenses incurred in connection with this inspection:

**"IT IS IMPERATIVE THAT AUTHORIZATION NUMBER [redacted] APPEAR ON THE FD-540, SF-1012, GTRS, AND PURCHASE ORDERS ASSOCIATED WITH THIS TRAVEL. IF THE FBIHQ AIRLINE TICKET OFFICE IS UTILIZED THEY MUST BE ADVISED OF THE AUTHORIZATION NUMBER WHEN THE TICKET IS REQUESTED. THE USE OF THE AFOREMENTIONED AUTHORIZATION NUMBER WILL ENSURE THAT THE TRAVEL EXPENSES ASSOCIATED WITH THIS ASSIGNMENT ARE CHARGED TO BUDGET CATEGORY TR15 - BUREAU SPECIALS, RATHER THAN TO YOUR DIVISION'S TRAVEL BUDGET. TRAVEL EXPENSES THAT ARE SUBMITTED WITHOUT THE AUTHORIZATION NUMBER WILL BE CHARGED TO YOUR DIVISION'S TRAVEL BUDGET WITHOUT RECOURSE."**

b2

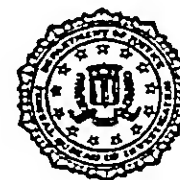
Airtel to SACs, Anchorage, et. al.  
Re: San Francisco Division Inspection  
11/1/93 - 11/19/93

Lodging will no longer be paid by purchase order; therefore, each employee assigned to this inspection should be prepared to pay for his/her lodging. An advance of funds should be requested from FBIHQ, if necessary. The lodging rate for San Francisco is  a night and the M.I.E. rate is  a day. A copy of the employee's travel voucher and FD-540 must be submitted to the Review and Analysis Unit, Office of Inspections, Room 7837, within ten days of the conclusion of the inspection.

b2

NOTE: Memorandum J. E. Otto to the Director, 6/24/80, captioned "Inspector, Office of Planning and Inspection Division," approved the use of ASACs and Bureau Headquarters officials as Inspectors to conduct inspections from their current positions; and airtel from Director to All SACs, 8/4/81, approved the use of field supervisors as Assistant Inspectors-in-Place to conduct inspections.

## Memorandum



Dep. Dir. \_\_\_\_\_  
 ADD Adm. \_\_\_\_\_  
 ADD Inv. \_\_\_\_\_  
 Asst. Dir.:  
 Adm. Servs. \_\_\_\_\_  
 Crim. Inv. \_\_\_\_\_  
 Ident. \_\_\_\_\_  
 Info. Mgnt. \_\_\_\_\_  
 Insp. \_\_\_\_\_  
 Intell. \_\_\_\_\_  
 Lab. \_\_\_\_\_  
 Legal Coun. \_\_\_\_\_  
 Tech. Servs. \_\_\_\_\_  
 Training \_\_\_\_\_  
 Cong. Affs. Off. \_\_\_\_\_  
 Off. of EEO \_\_\_\_\_  
 Off. Liaison & \_\_\_\_\_  
 Int. Affs. \_\_\_\_\_  
 Off. of Public Affs. \_\_\_\_\_  
 Telephone Rm. \_\_\_\_\_  
 Director's Office \_\_\_\_\_

To : Mr. Pomerantz

Date 6/24/93

From: [Redacted] Chairman

Special Agents Mid-Level Management Selection Board

Subject : INSPECTOR-IN-PLACE PROGRAM  
INSPECTION DIVISION

The Director selected the following Special Agents as  
 Inspectors-in-Place.

<u>NAME</u>	<u>DIVISION</u>
ASAC Thomas M. Kuker	Seattle
ASAC James D. Ohlson	New York
Unit Chief [Redacted]	Criminal Investigative
ASAC Donald V. North	New York
ASAC Jeremiah W. Doyle	Newark
Unit Chief [Redacted]	Criminal Investigative
ASAC John P. O'Connor	New York
ASAC Ralph R. Girardi	Honolulu
Section Chief William McDermott	Administrative Services
ASAC Christine M. Jung	New York
ASAC William J. Stollhans	St. Louis
ASAC Donald B. Whitehead	Little Rock
ASAC Richard T. Lind	Minneapolis
ASAC John P. O'Neill	Chicago
ASAC Donald W. Thompson	WMFO

RECOMMENDATION:

None. For information.

1 - [Redacted]

AED:ras  
(3)

## APPROVED:

Director \_\_\_\_\_

Dep. Dir. \_\_\_\_\_

ADD-Adm. \_\_\_\_\_

ADD-Inv. \_\_\_\_\_

Adm. Servs. \_\_\_\_\_

Crim. Inv. \_\_\_\_\_

Crim. Jus. Info. \_\_\_\_\_

Servs. \_\_\_\_\_

Ident. \_\_\_\_\_

Info. Mgnt. \_\_\_\_\_

Inspection \_\_\_\_\_

Intell. \_\_\_\_\_

Laboratory \_\_\_\_\_

Legal Coun. \_\_\_\_\_

Tech. Servs. \_\_\_\_\_

Training \_\_\_\_\_

Off. of EEO Affs. \_\_\_\_\_

Off. of Liaison \_\_\_\_\_

&amp; Int. Affs. \_\_\_\_\_

Off. of Public \_\_\_\_\_

&amp; Cong. Affs. \_\_\_\_\_

Team Off. \_\_\_\_\_

No action  
 to be taken  
 in SATC

3/9/94

160

**Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Plan - Notice Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Position Title and Grade <div style="border: 1px solid black; width: 350px; height: 50px; margin: 5px 0;"></div> EM-15	4. Office of Assignment CHICAGO
This [redacted] of the employee and is in furtherance of the mission and goals of the FBI.	
5. <div style="border: 1px solid black; width: 350px; height: 50px; margin: 5px 0;"></div>	Date 2/18/93
6. Signature of Reviewing Official	Date 3/18/93
I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level on any element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer and may be the basis for my reassignment, reduction in grade, or removal. In addition, I am aware that performance resulting in a summary rating below the Fully Successful level may be the basis for a zero merit increase and one-half or no general increase.	
7. Signature of Employee	Date 4/2/93

**Plan Modification**

The attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

8. _____ Signature of Rating Official	_____ Date
9. _____ Signature of Reviewing Official	_____ Date

I have been advised of this modification to my Plan and am aware that the consequences of my performance as specified above continue to apply.

10. _____ Signature of Employee	_____ Date
------------------------------------	---------------

**PRAU USE ONLY**Logged: ONEILL/30

CE	Type	Code	Cat.	Reviewed	Accepted/ Rejected
1	✓	PAOPER	A	2/25/93	OK
2	✓	PBSUPE	A	1	OK
3	✓	PDASSO	A	1	OK

Review not completed due to:

Plan superseded \_\_\_\_\_

Grade change \_\_\_\_\_

Reassignment \_\_\_\_\_

Ceased duty \_\_\_\_\_

THREE

FBI/DOJ

## Instructions for Preparing the Notice Page

1993 FEB 22 PM 12:09  
PERSONNEL & PRAU

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. **Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process.** A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page. No submission to the PRAU is necessary.

Items 8-10 of the retained office copy are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.



Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]

Supervisory Special Agent GM-15 (ASAC) FIELD

1. Payroll Name of Employee  JOHN P. O'NEILL	2. Social Security Number  147-42-1004
--	--

3. Critical Element # 1  
**OPERATIONS MANAGEMENT:** *Manages assigned investigative and administrative operations/programs through direction and oversight of personnel and material resources. Operations/programs may include, but are not limited to, White-Collar Crimes, Organized Crime, Foreign Counterintelligence, Applicant, Informant, or the like. Develops and/or maintains systems of internal accounting and control to monitor efficiency of operations and to prevent or minimize potential losses from fraud, waste or abuse.*

4. (a) ☒ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. **PERFORMANCE STANDARDS**  
 Fully Successful

*Works with the SAC to establish/modify office priorities to correspond to changing local conditions; develops and manages workload accordingly. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones. Assignment of responsibilities to subordinate personnel reflects their varying levels of experience and personal qualifications, thereby ensuring the effective use of personnel resources. Skillfully uses communications techniques, including periodic reviews of program accomplishments, to convey office/squad goals and priorities and program requirements to subordinates.*

*Establishes, maintains and regularly monitors effective systems of internal accounting and control that assure full compliance with applicable regulations, etc., and introduces viable modifications to established methods to improve efficiency of allocation and utilization of resources. Impact of control systems is sufficient to enhance cost efficiency of operations and frequently results in reduction of specific investigative/program costs.*

Superior

*Works aggressively with the SAC to develop priorities and management methods that correspond to office and FBIHQ guidelines, taking into consideration changes in local and national circumstances. Consistently anticipates potential variations/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration.*

*Full, personal involvement in, and effective communications regarding, program management assure efforts of pertinent personnel are focused on priority assignments. Effectively assigns responsibility for various specific functions to subordinates, resulting in more efficient achievements of objectives.*

*Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Control mechanisms are continually reviewed and adjusted as necessary to encourage compliance with requirements, resulting in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.*

PAOPER

gm  
6. Initials of Employee

4/2/93  
Date

THREE

FBI/DOJ

**Instructions  
For Preparing The Critical Element  
And Performance Standards Page**

This Page is used to record a single critical element (CE) and its performance standards (PSs) and must be attached to a Notice Page (FD-698). Together these Pages comprise a Performance Plan. With the exception of initials and dates, the information on this form must be typewritten.

Items 1-2      Self-explanatory.

Item 3      Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary (see Item 4 below). If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, at the outset of an appraisal period, CEs should be numbered consecutively beginning with #1.

Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 4      Item 4(a) must be marked when an entirely new Plan is communicated to an employee.

Item 4(b) must be marked when an existing CE and/or its PSs are adjusted to expand or clarify previously expressed information but there is no substantive change in the performance level requirements. Reuse the original CE number.

Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5      Record the PS for the Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6      Self-explanatory.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]

GM 15

1. Payroll Name of Employee  
JOHN P. O'NEILL

2. Social Security Number  
147-42-1004

3. Critical Element # 2 :  
**SUPERVISION OF SUBORDINATES:** Assigns and reviews work of subordinates, evaluating and striving to develop ability of each to perform designated duties. Completes full range of personnel actions, including performance appraisals, recommendations for within-grade and quality step increases, promotions, reassignments, and the like. Maintains oversight of time and attendance and other related administrative records. Implements and is actively supportive of DOJ/FBI Affirmative Action plans and EEO Program goals and policies.

4. (a) ☒ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. **PERFORMANCE STANDARDS**  
Fully Successful

Observes, evaluates and corrects activities of each subordinate on a regular basis, recognizing and appropriately responding to circumstances requiring adjustments to normal schedule of review. When practical, makes work assignments that are reflective of subordinates' interests and potential, in addition to demonstrated ability. Reviews performance on a personal basis tailored to meet individual strengths and weaknesses. Makes conscientious effort to provide on-the-job training and recommend formal training opportunities for eligible employees when same may enhance individual effectiveness or promotional opportunities.

Effectively integrates various personnel actions affecting subordinates, thereby demonstrating awareness of continuing significance of basic principles of personnel management. Assures the propriety, accuracy and timeliness of personnel action submissions and administrative recordkeeping is completed personally or by subordinates. When feasible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses. Measurably impacts Affirmative Action plans and EEO goals and objectives.

Superior

Actively works with each subordinate, as appropriate, to assure that individual assignments and performance equate reasonably to the individual's abilities. Observes, evaluates and corrects activities of each subordinate on a continuing basis, and in accordance with standard procedures, employing effective methods of time management to ensure reasonable allocation of time to both operational and administrative assignments. Through personal involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.

Utilizes full range of personnel actions, including on-the-job and formal training, to acknowledge and improve skills and performance of subordinates. Consistently ensures the submission of personnel actions prior to deadlines, when feasible, and in accordance with both the basic requirements and the intent of pertinent policy. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates. Significantly impacts Affirmative Action plans and EEO goals and objectives.

PBSUPE

MO  
6. Initials of Employee

4/2/93  
Date

THREE  
FBI/DOJ

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]

Supervisory Special Agent GM-15 (ASAC) FIELD

1. Payroll Name of Employee  
JOHN P. O'NEILL

2. Social Security Number  
147-42-1004

3. Critical Element # 3:

*ASSOCIATE EXECUTIVE RESPONSIBILITY: Assumes the duties, or acts on the behalf, of the SAC during his/her absence and/or as designated with respect to specific investigative and/or administrative matters of the field office. Participates in such general administrative/executive functions as budget formulation, purchasing control, and fleet/property management.*

4. (a) ☒ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. PERFORMANCE STANDARDS  
Fully Successful

*Ensures continuity of operations is maintained in accordance with the SAC's established preferences by maintaining thorough familiarity with on-going and proposed operations and by regularly attending and participating in general briefings. In addition to maintaining thorough familiarity with written policy material addressing areas of assigned responsibilities, establishes good rapport with pertinent controlling entities at FBIHQ to resolve complex policy and/or procedural issues that may arise. Completes assigned administrative responsibilities accurately and effectively, in accordance with established policy, and consistently on a timely basis.*

*Internal and external liaison contacts are effectively established and maintained, resulting in a meaningful and efficient exchange of work-related information. Professional demeanor enhances the FBI's image and increases the likelihood of the adoption of Bureau preferences by outside agencies. Aggressively works to foster and enhance useful contacts that may serve to further office/program objectives.*

Superior

*Regularly and effectively participates in operational and administrative briefings, and makes meaningful contributions to policy-making within the office. Reliably and authoritatively assures continuity and progression of office operations in the absence of, or as delegated by, the SAC. Thorough familiarity with full range of assigned administrative topics and quality of pertinent liaison contacts at FBIHQ enables the SAC to delegate broad areas of substantive responsibility without necessity for more than cursory review.*

*Consistently demonstrates ability to effectively handle full range of liaison responsibilities in a professional manner, even when confronting those who are antagonistic to the FBI. Fosters and enhances high quality liaison contacts that results in significant strides toward the achievement of office/program objectives.*

PDASSO

mo  
6. Initials of Employee

4/2/93  
Date

THREE  
FBI/DOJ

# NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) ONEILL JOHN P						2. Social Security Number 147-42-1004			3. Date of Birth 02-06-52		4. Effective Date 10-04-92		
FIRST ACTION						SECOND ACTION							
5-A. Code 891			5-B. Nature of Action PMRS MERIT INC			6-A. Code			6-B. Nature of Action				
5-C. Code FBI			5-D. Legal Authority 28 U.S.C. 536			6-C. Code			6-D. Legal Authority				
5-E. Code			5-F. Legal Authority			6-E. Code			6-F. Legal Authority				
7. FROM: Position Title and Number  SUPERVISORY SPECIAL AGENT 78-FO-714 060						15. TO: Position Title and Number  SUPERVISORY SPECIAL AGENT 78-FO-714 060							
8. Pay Plan GM		9. Occ. Code 1811	10. Grade 15	11. Step/Rate 00	12. Salary 75,472.00	13. Pay Basis PA	16. Pay Plan GM		17. Occ. Code 1811	18. Grade 15	19. Step/Rate 00	20. Salary/Award 77,698.00	21. Pay Basis PA
14. Name and Location of Position's Organization  FEDERAL BUREAU OF INVESTIGATION CHICAGO 3150						22. Name and Location of Position's Organization  FEDERAL BUREAU OF INVESTIGATION CHICAGO 3150							
EMPLOYEE DATA													
23. Veteran Preference 1 1-None 3-10-Point/Disability 5-10-Point/Other 2-5-Point 4-10-Point/Compensable 6-10-Point/Compensable/30%						24. Tenure 1 0-None 2-Conditional 1-Permanent 3-Indefinite			25. Agency Use		26. Vet Pref for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
27. FEGLI B WAIVED						28. Annuitant Indicator 9			29. Pay Rate Determinant 0				
30. Retirement Plan 6 CS-NO REDUCTION			31. Service Comp Date (Leave) 06-22-70			32. Work Schedule F F-Full-time G-FT Seasonal H-INT Seasonal P-Part-time Q-PT Seasonal R-PT On-Call			33. Part-Time Hours Per Biweekly Pay Per				
POSITION DATA													
34. Position Occupied 2 1-Competitive Service 3-SES General 2-Excepted Service 4-SES Career Reserved			35. FLSA Category E E-Exempt N-Nonexempt			36. Appropriation Code			37. Bargaining Unit Status				
38. Duty Station Code			39. Duty Station(City-County-State or Overseas Location)										
40. Agency Data		41.		42.		43.		44. SQUAD: 0003					

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>			50. Signature/Authentication and Title of Approving Office
47. Agency Code	48. Personnel Office ID	49. Approval Date 10-10-92	WILLIAM S. SESSIONS DIRECTOR <div style="text-align: right; font-size: 2em; font-weight: bold;">3/WH</div>



FBI

## TRANSMIT VIA:

☐ Teletype  
☐ Facsimile  
☒ AIRTEL

## PRECEDENCE:

☐ Immediate  
☐ Priority  
☐ Routine

## CLASSIFICATION:

☐ TOP SECRET  
☐ SECRET  
☐ CONFIDENTIAL  
☐ UNCLAS E F T O  
☐ UNCLAS

Date 10/27/92

TO : DIRECTOR, FBI  
(ATTN: CHAIRMAN, SAAMS BOARD, RM. 7156)  
FROM : SAC, CHICAGO (67E-HQ-679605)  
SUBJECT : EXECUTIVE DEVELOPMENT AND SELECTION PROGRAM (EDSP)  
INSPECTOR-IN-PLACE (IIP PROGRAM)

Re Buairtel dated 10/20/92.

The purpose of this communication is to recommend Chicago ASAC JOHN P. O'NEILL for the Inspector-In-Place Program. ASAC O'NEILL has been assigned to Chicago since 9/11/91. In his most recent performance appraisal he was rated Exceptional, and it is my belief that he is fully qualified to serve as an Inspector-In-Place, and I highly recommend him for that assignment.

ASAC 9-11-91

EOD 7-6-76

Noted in  
EDSP 11-2-92  
ayg

2 - Bureau  
2 - Chicago  
(1 - 67E-HQ-679605)  
(1 - 66-5275 Sub A)

WJC/pmr  
(4)

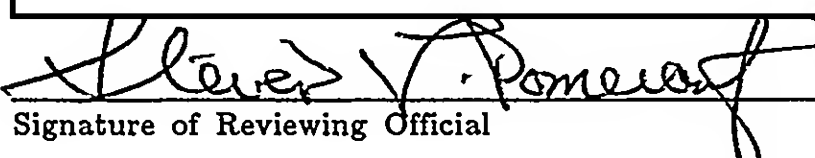
Rm 3/4/96  
10/00

Approved: \_\_\_\_\_ Transmitted \_\_\_\_\_ Per \_\_\_\_\_  
(Number) (Time)

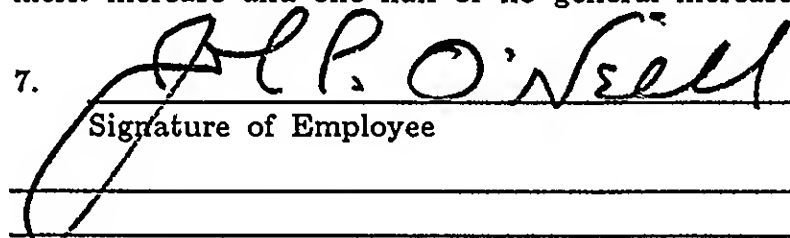


**Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Plan - Notice Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Position Title and Grade SUPERVISORY SPECIAL AGENT (ASAC) GM-15	4. Office of Assignment Chicago
This [redacted] ion of the employee and is in furtherance of the mission and goals of the FBI.	
5. [redacted]	9/16/92 <span style="float:right">b6 b7C</span> Date
6.  Signature of Reviewing Official	9/25/92 Date

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level on any element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer and may be the basis for my reassignment, reduction in grade, or removal. In addition, I am aware that performance resulting in a summary rating below the Fully Successful level may be the basis for a zero merit increase and one-half or no general increase.

7.  Signature of Employee	10/1/92 Date
--	-----------------

### Plan Modification

The attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

8. _____ Signature of Rating Official	_____ Date
9. _____ Signature of Reviewing Official	_____ Date
10. _____ Signature of Employee	_____ Date

PRAU USE ONLY

Logged: 

CE	Type	Code	Cat.	Reviewed	Accepted/ Rejected
1	V	ADSD 2		9/11/92	OK
2	V	ADSD B			OK
3	V	ADSD 2			OK
4	I	ADSD 2			

Review not completed due to:

Plan superseded \_\_\_\_\_  
 Grade change \_\_\_\_\_  
 Reassignment \_\_\_\_\_  
 Ceased duty \_\_\_\_\_



FBI/DOJ

RECEIVED

992 131 -2 11 C 11

# Instructions for Preparing the Notice Page

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process. A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page. No submission to the PRAU is necessary.

Items 8-10 of the retained office copy are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM 15 (ASAC)

1. Payroll Name of Employee

2. Social Security Number

3. Critical Element # 1: OPERATIONS MANAGEMENT: Manages investigative and administrative operations/programs as assigned through direction and oversight of personnel and material resources. Develops and/or maintains systems of internal accounting and control to monitor efficiency of operations and to prevent or minimize potential losses from fraud, waste or abuse.

4. (a)      Initial Assignment; (b)      Adjustment; (c)      Addition; (d)      Termination

5. PERFORMANCE STANDARDS

Fully Successful

Works with the SAC to establish/modify office priorities to correspond to changing local conditions; develops and manages workload accordingly. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones. Assignment of responsibilities to subordinate personnel reflects their varying levels of experience and personal qualifications, thereby ensuring the effective use of personnel resources. Skillfully uses communications techniques, including periodic reviews of program accomplishments, to convey office/squad goals and priorities and program requirements to subordinates.

Establishes, maintains and regularly monitors effective systems of internal accounting and control that assure full compliance with applicable regulations, etc., and introduces viable modifications to established methods to improve efficiency of allocation and utilization of resources. Impact of control systems is sufficient to enhance cost efficiency of operations and frequently results in reduction of specific investigative/program costs.

Superior

Works aggressively with the SAC to develop priorities and management methods that correspond to office and FBIHQ guidelines, taking into consideration changes in local and national circumstances. Consistently anticipates potential variations/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration.

Full, personal involvement in, and effective communications regarding, program management assure efforts of pertinent personnel are focused on priority assignments. Effectively assigns responsibility for various specific functions to subordinates, resulting in more efficient achievement of objectives.

Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Control mechanisms are continually reviewed and adjusted as necessary to encourage compliance with requirements, resulting in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.

6. Initials of Employee

Date

THREE

FBI/DOJ

**Federal Bureau of Investigation**  
**Performance Management and Recognition System**  
**Performance Plan - Critical Element and Performance Standards Page**

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM-15 (ASAC)

1. Payroll Name of Employee

2. Social Security Number

3. Critical Element # 2: SUPERVISION OF SUBORDINATES: Assigns and reviews work of subordinates, evaluating and striving to develop ability of each to perform designated duties. Completes full range of personnel actions, including performance appraisals, recommendations for within-grade and quality step increases, promotions, reassignments, and the like. Maintains oversight of time and attendance and other related administrative records. Implements and is actively supportive of DOJ/FBI Affirmative Action plans and EEO Program goals and policies.

4. (a)      Initial Assignment; (b)      Adjustment; (c)      Addition; (d)      Termination

5. PERFORMANCE STANDARDS

Fully Successful

Observes, evaluates and corrects activities of each subordinate on a regular basis, recognizing and appropriately responding to circumstances requiring adjustments to normal schedule of review. When practical, makes work assignments that are reflective of subordinates' interests and potential, in addition to demonstrated ability. Reviews performance on a personal basis tailored to meet individual strengths and weaknesses. Makes conscientious effort to provide on-the-job training and recommend formal training opportunities for eligible employees when same may enhance individual effectiveness or promotional opportunities.

Effectively integrates various personnel actions affecting subordinates, thereby demonstrating awareness of continuing significance of basic principles of personnel management. Assures the propriety, accuracy and timeliness of personnel action submissions and administrative recordkeeping is completed personally or by subordinates. When feasible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses. Measurably impacts Affirmative Action plans and EEO goals and objectives.

Superior

Actively works with each subordinate, as appropriate, to assure that individual assignments and performance equate reasonably to the individual's abilities. Observes, evaluates and corrects activities of each subordinate on a continuing basis, and in accordance with standard procedures, employing effective methods of time management to ensure reasonable allocation of time to both operational and administrative assignments. Through personal involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.

Utilizes full range of personnel actions, including on-the-job and formal training to acknowledge and improve skills and performance of subordinates. Consistently ensures the submission of personnel actions prior to deadlines, when feasible, and in accordance with both the basic requirements and the intent of pertinent policy. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates. Significantly impacts Affirmative Action plans and EEO goals and objectives.

6. Initials of Employee

Date

THREE

FBI/DOJ

**Federal Bureau of Investigation**  
**Performance Management and Recognition System**  
**Performance Plan - Critical Element and Performance Standards Page**

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM 15 (ASAC)

1. Payroll Name of Employee

2. Social Security Number

3. Critical Element # 3: ASSOCIATE EXECUTIVE RESPONSIBILITY: Assumes the duties, or acts on behalf, of the SAC during his/her absence and/or as designated with respect to specific investigative and/or administrative matters of the field office. Participates in such general administrative/executive functions as budget formulation, purchasing control, and fleet/property management.

4. (a) ☐ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

## 5. PERFORMANCE STANDARDS

## Fully Successful

Ensures continuity of operations is maintained in accordance with the SAC's established preferences by maintaining thorough familiarity with on-going and proposed operations and by regularly attending and participating in general briefings. In addition to maintaining thorough familiarity with written policy material addressing areas of assigned responsibilities, establishes good rapport with pertinent controlling entities at FBIHQ to resolve complex policy and/or procedural issues that may arise. Completes assigned administrative responsibilities accurately and effectively, in accordance with established policy, and consistently on a timely basis.

Internal and external liaison contacts are effectively established and maintained, resulting in a meaningful and efficient exchange of work-related information. Professional demeanor enhances the FBI's image and increases the likelihood of the adoption of Bureau preferences by outside agencies. Aggressively works to foster and enhance useful contacts that may serve to further office/program objectives.

## Superior

Regularly and effectively participates in operational and administrative briefings, and makes meaningful contributions to policy-making process within the office. Reliably and authoritatively assures continuity and progression of office operations in the absence of, or as delegated by, the SAC. Thorough familiarity with full range of assigned administrative topics and quality of pertinent liaison contacts at FBIHQ enables the SAC to delegate broad areas of substantive responsibility without necessity for more than cursory review.

Consistently demonstrates ability to effectively handle full range of liaison responsibilities in a professional manner, even when confronting those who are antagonistic to the FBI. Fosters and enhances high quality liaison contacts that result in significant strides toward the achievement of office/program objectives.

6. Initials of Employee

Date

THREE

FBI/DOJ



SUPERVISORY SPECIAL AGENT GM 15 (ASAC)

## 2. Social Security Number

3. Critical Element # 4: LIAISON: Carries out a liaison function with the business community, civic groups, professional societies, law enforcement agencies, and municipal governments. Furthermore, he/she represents the FBI to the media and general public. Makes speeches, appears on TV and radio shows, and generally represents the FBI to various audiences.

4. (a) Initial Assignment; (b) Adjustment; (c) Addition; (d) Termination

5.	PERFORMANCE STANDARDS
	Fully Successful
1.	100%
2.	90%
3.	80%
4.	70%
5.	60%
6.	50%
7.	40%
8.	30%
9.	20%
10.	10%
11.	0%

Regularly persuades personnel of external agencies to accept FBI concepts for use in joint programs and consistently represents the FBI on operational issues within bounds of management intentions. Responds aggressively to defend or promote Bureau's interests.

**Superior**

During periods of liaison with external agencies, consistently persuades those parties to adopt FBI methods for use in joint operations. Represents the FBI and presents its operational issues in an appealing manner to outside parties. Control methods utilized in liaison result in benefits to the FBI's investigative and administrative operations.

Date \_\_\_\_\_

### THREE

FBI/DOJ



Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Cover Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEILL	2. Office of Assignment CHICAGO														
3. Social Security Number 147-42-1004	4. PMRS Indicator M1 M3 M4 M5														
5. Position Title and Grade SUPERVISORY SPECIAL AGENT (ASAC) GM-15	6. Summary Rating EXCEPTIONAL														
7. Rating of Critical Element(s) <table><tr><td>E</td><td>E</td><td>S</td><td>E</td><td></td><td></td><td></td></tr><tr><td># 1</td><td># 2</td><td># 3</td><td># 4</td><td>#</td><td>#</td><td>#</td></tr></table>		E	E	S	E				# 1	# 2	# 3	# 4	#	#	#
E	E	S	E												
# 1	# 2	# 3	# 4	#	#	#									

8.

D.N. Delbeuf  
Signature of Rating Official

5/29/92  
Date

9. I have reviewed and approved this appraisal. ( ) See my comments attached.

Weldon L. Kennedy  
Signature of Reviewing Official

9/1/92  
Date

10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer, and may be the basis for my reassignment, reduction in grade or removal. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and one-half or no general increase. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

John P. O'Neill  
Signature of Employee

9/18/92  
Date

11. Type Appraisal

- |  |   |
|--|---|
| A <input type="checkbox"/> Annual - Type             | <input type="checkbox"/> Regular                              |
| C <input type="checkbox"/>                           | <input type="checkbox"/> Conversion                           |
| L <input type="checkbox"/>                           | <input type="checkbox"/> Delayed                              |
| T <input checked="" type="checkbox"/> Special - Type | <input type="checkbox"/> Position Change                      |
| O <input type="checkbox"/>                           | <input checked="" type="checkbox"/> Change in Rating Official |
| N <input type="checkbox"/>                           | <input type="checkbox"/> Current Appraisal                    |
| Q <input type="checkbox"/>                           | <input type="checkbox"/> Requested by FBIHQ                   |
| D <input type="checkbox"/>                           | <input type="checkbox"/> Conclusion of Detail                 |

Date	_____
Date	_____
Date	5/29/92
Date	_____
Date	_____
Date	_____

## PRAU USE ONLY

Logged	_____
Reviewed	_____
Entered	_____
Verified	_____
Printout	_____

THREE

FBI/DOJ

PPSTFO 9-13-91 passport, pasupe, passso  
peria

**Instructions for Preparing the  
Performance Appraisal Report  
Cover Page**

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

Items 1-3 Self-explanatory.

Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Staffing and Pay Administration Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (Note: When any critical element is rated below the Fully Successful level, the summary rating may be no higher than the lowest element rating assigned.) For annual conversions, simply copy the summary rating from the prior special.

Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.

Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.

Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.

Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.

Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

RECEIVED  
1992 AUG 27 AM 10:30  
PRAU  
PERSONNEL SECTION

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # 1 as listed on the Plan. 4a. Descriptor:

OPERATIONS MANAGEMENT

5. Rating Level: EXCEPTIONAL

ASAC O'NEILL reported on board in September, 1991, and during this rating period has been responsible for the White Collar Crime Program, Violent Crimes and Major Offenders Program, the Interstate Theft Program, and the Rockford Resident Agency. He has also been assigned responsibility for coordination of Undercover activities and the Alias/False Identification Program.

Since his arrival, White Collar Crime has increased its proactive status and not only has he helped to establish a Health Fraud Squad, which has been approved by FBIHQ, but has coordinated with the U. S. Attorney's Office a recently approved Fast Track system for Financial Crimes.

He has also assisted the SAC in obtaining FBIHQ approval for a Gang Crimes Squad, which is now operational and has a task force which expected to be staffed by five Chicago Police Department detectives.

It should also be noted in the fugitive area that preliminary inquiries are now being utilized as approved by FBIHQ to assist local law enforcement in alleviating violent crime and providing support to the "Safe Streets" concept.

Several other accomplishments include support for the "Weed and Seed" concept which is significantly important in the Chicago area and supported by the U. S. Attorney

His performance in this critical element is considered to be Exceptional.

6. Initials of Employee

*JO*

Date

9/18/92

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Assistant Special Agent in Charge - White Collar Crime, Violent  
Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # 2 as listed on the Plan. 4a. Descriptor:

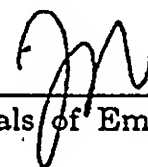
## SUPERVISION OF SUBORDINATES

5. Rating Level: EXCEPTIONAL

ASAC O'NEILL is in constant contact with his supervisory staff and holds them accountable for all matters within their program responsibilities, but allows them independent management and development of their subordinates when competent leadership is evident. He actively supervises and oversees all the programs under his responsibility but allows his supervisors to exercise authority consistent with the goals set through coordinated discussion and planning. He has identified training needs and delegated the responsibility for coordinating seminars and conferences to his supervisory staff. Numerous conferences have been scheduled for the coming year under his direction.

His performance in this critical element is considered to be  
Exceptional.

6. Initials of Employee



Date

9/18/92

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Assistant Special Agent in Charge - White Collar Crime, Violent  
Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # 3 as listed on the Plan. 4a. Descriptor:

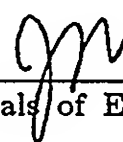
## ASSOCIATE EXECUTIVE RESPONSIBILITY

5. Rating Level: SUPERIOR

During this rating period he has on a few occasions represented the SAC in his absence at official functions. He has presented several speeches concerning matters under his supervision. He keeps the SAC informed daily on matters within his program responsibilities, and, representing the SAC has established contacts with numerous Inspectors General in matters such as health care fraud, environmental crimes, gang crimes and violent street crime.

His performance in this critical element is considered superior.

6. Initials of Employee



Date

9/18/92

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Assistant Special Agent in Charge - White Collar Crime, Violent  
Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # 4 as listed on the Plan. 4a. Descriptor:

LIAISON

5. Rating Level: EXCEPTIONAL

ASAC O'NEILL has established and maintains outstanding relationships with Federal Inspectors General, as indicated previously, and with the Chicago Police Department and the Cook County Sheriff's Office. He has personally coordinated the creation of the Gang Crimes Squad with the Chicago Police Department's gang crimes commander and the Deputy Superintendent responsible for this program. He has also maintained close contact with the Chief of Detectives regarding "Safe streets" and the Violent Crime Program. He has established an outstanding relationship with banking officials within the Chicago Division and is enhancing those relationships with a seminar scheduled for June, 1992, regarding the Fast Track concept.

His performance in this critical element during this rating period is considered to be Exceptional.

6. Initials of Employee

Date



SEP 9 1992

b6  
b7C

Honorable Henry E. Hudson  
Director  
United States Marshals Service  
600 Army Navy Drive  
Arlington, Virginia 22202-4210

Dear Mr. Hudson:

Thank you so much for your August 14th letter. I appreciate deeply your taking the time from your busy schedule to recognize the efforts of my associates in Chicago in connection with the shooting of Deputy United States Marshal [redacted] and Court Security Officer [redacted]

Your letter will be brought to the attention of Special Agent in Charge William Branon, Assistant Special Agents in Charge William C. Clancy, Jr., and John O'Neill, and Special Agents [redacted]. I know how much your kind comments will mean to them, and Mr. Clancy will be especially gratified by your acknowledgment of the assistance he rendered you. He and the others are sure to share my appreciation for your thoughtfulness and to add their thanks to mine.

Sincerely yours,

*Bill*

William S. Sessions  
Director

1 - SAC, Chicago (PERSONAL ATTENTION) - Enclosure  
Also, bring to the attention of ASACs William C. Clancy, Jr., and John P. O'Neill, SSA [redacted] and SA [redacted]

1 - [redacted]  
67-606062 (William D. Branon) - Enclosure

NOTE: Following approval of this letter, the yellow should be routed to the File Services Unit, Information Management Division, for the preparation of additional copies for the personnel files of named employees. The names of the two Marshals Service employees shot in this case were obtained from a letter that Director Sessions sent to Mr. HUDSON on 7-29-92 to extend the sympathy of the FBI.

Dep. Dir. \_\_\_\_\_  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Info. Mgnt. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. Liaison & Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_

JB:cap (5)

ML

4-11-92  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Info. Mgnt. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Library \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. of Liaison & Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_

PER. REC. UNIT

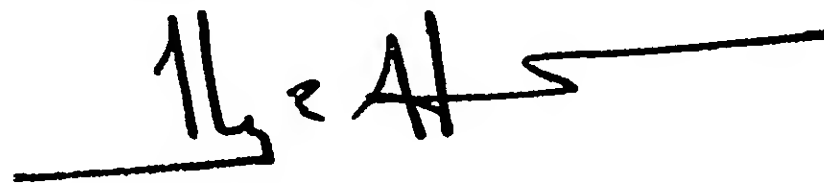
MAIL ROOM ☐



On a personal note, I want to commend Bill Clancy for the assistance rendered to me while I was in Chicago at the time this event occurred. Many of the decisions required during the incident were difficult for a newly appointed director of a law enforcement agency. Bill's wisdom and experience provided invaluable guidance to me as I charted our course that evening.

I am grateful for the continuing support and friendship of the FBI.

Best wishes,

A handwritten signature in dark ink, appearing to read 'H. E. Hudson', with a long horizontal line extending to the right.

Henry E. Hudson  
Director

144  
B9  
b6  
b7C  
b7D

August 11, 1992

[Redacted]  
Dear [Redacted]

On behalf of the Federal Bureau of Investigation (FBI) Criminal Investigative Division, I want to thank you for your letter of appreciation concerning the ongoing cooperative investigative effort between [Redacted] and the FBI.

As you indicated in your letter and as we discussed during our meeting in April, it is extremely important that the FBI [Redacted] further develop our working relationship. The cooperation and mutual assistance that are derived from such a relationship will become increasingly more important to our common efforts to combat International Organized Crime.

Sincerely yours,

Larry A. Potts  
Assistant Director  
Criminal Investigative Division

1 - SAC, Chicago (Enclosure)  
1 - SAC, Miami (Enclosure)  
1 - Mr. Potts  
1 - [Redacted]  
1 - Personnel File Of [Redacted]  
1 - Personnel File Of [Redacted]  
1 - Personnel File Of [Redacted]  
1 - Personnel File Of [Redacted]  
1 - Personnel File Of [Redacted]  
① - Personnel File Of ASAC John P. O'Neill  
1 - Personnel File Of ASAC Manuel Gonzales  
1 - Personnel File Of [Redacted]

RLT:brs (17)

1 - [Redacted]  
1 - [Redacted]  
1 - [Redacted]  
1 - [Redacted]

NOVEMBER 20, 1991

0  
MR. JOHN P ONEILL  
FEDERAL BUREAU OF INVESTIGATION  
CHICAGO, IL 60604

DEAR MR. ONEILL:

It is a pleasure to take this opportunity to commend you for your EXCEPTIONAL performance of duties during the past appraisal year. To further recognize your laudable efforts, I wish to present to you the enclosed check valued at \$1,207.82 which symbolizes the award you have merited under the Performance Management and Recognition System.

I thank you for your exemplary performance during this time and encourage you to continue these fine efforts in support of the FBI's critical mission.

Sincerely yours,

William S. Sessions  
Director

Enclosure

CHECK SENT BY PRAU  
NOV 21 1991  
3/12W

DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
COMMUNICATION MESSAGE FORM

143.

CW

## TRANSMIT VIA:

☒ Teletype

DATE: 4/23/92

^PAGE 1 OF 2

## PRECEDENCE:

☐ Immediate☐ Priority☒ Routine

## CLASSIFICATION:

☐ TOP SECRET☐ SECRET☐ CONFIDENTIAL☐ UNCLAS E F T O☒ UNCLAS

FM DIRECTOR FBI

TO FBI CHICAGO/ROUTINE/

BT

UNCLAS

CITE: //0623//

PASS: ASAC JOHN P. O'NEILL.

SUBJECT: HEALTH CARE FRAUD SEMINAR, FORT LAUDERDALE, FLORIDA,  
5/4-8/92.

RE BUREAU TELCALL TO CHICAGO DATED 4/22/92.

THIS WILL CONFIRM ATTENDANCE OF ASAC JOHN P. O'NEILL,  
CHICAGO DIVISION, AS A SPEAKER FOR CAPTIONED SEMINAR.  
ASAC O'NEILL IS SCHEDULED TO ADDRESS THE CONFERENCE ON 5/5/92 ON  
THE TOPIC OF COORDINATING NATIONAL HEALTH CARE FRAUD  
INVESTIGATIONS.

BT

\*\*\*\*\* FOR COMM CENTER USE ONLY \*\*\*\*\*

NOTE: Copy Designations Are On The Last Page Of This Teletype!!!

Approved By

RBW/pe

MRI/JUL

1624/114

Transmitted

0154

APR 24 1992

ISN

152



DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
COMMUNICATION MESSAGE FORM

PAGE 3

Drafted By: JLF:MAY {3} Room/TL #: 3865 Phone No: 5682

COPY DESIGNATIONS:

1 -



1 -

{CONFERENCE FOLDER}

b6  
b7C

March 12, 1992

PERSONAL

Mr. Delbert N. Dilbeck  
Federal Bureau Of Investigation  
Chicago, Illinois

Dear Del:

This is to commend Assistant Special in Charge (ASAC) John P. O'Neill and Supervisory Special Agent (SSA) [redacted] for their efforts in connection with the Environmental Crimes (ECs) Training Conference recently held in Oakbrook, Illinois.

As you are aware, an ECs task force comprised of Federal, state, and local agencies was recently formed in your Division. ASAC O'Neill recognized this as an opportunity for the FBI to take a lead role in the task force and to develop an aggressive ECs program in the Division. With the support of ASAC O'Neill, SSA [redacted] arranged for the White-Collar Crimes Section, FBIHQ, to provide a two-day basic training conference.

I have been advised that SSA [redacted] did an exceptional job organizing the conference and ensured that representatives from all of the Federal, state, and local environmental law enforcement agencies were invited to attend. Over 100 individuals representing over 25 agencies were in attendance. Moreover, the conference was well received, and the criminal intelligence base and liaison relations of the Division were well served.

- 1 - Personnel File of Delbert N. Dilbeck
  - ① - Personnel File of John P. O'Neill
  - 1 - Personnel File of William J. Clancy Jr.
  - 1 - Personnel File of [redacted]
  - 1 - [redacted] (Attention: [redacted])
- RJC:rjc (8)

DUPLICATE YELLOW

Mr. Delbert N. Dilbeck

I would also like to take this opportunity to express my appreciation to ASAC William J. Clancy Jr. for making the opening remarks at the conference.

Please express my personal appreciation to ASACs O'Neill and Clancy and SSA  for a job well-done.

I wish you and the Division's ECs efforts continued success.

Sincerely,

William J. Esposito  
Chief, White Collar-Crimes Section  
Criminal Investigative Division

|

RECEIPT FOR GOVERNMENT PROPERTY  
FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

Date 9/6/91

I certify that I have ☐ received ☒ returned the following Government property for official use:

2  
DIVISION 6 KEY

SACS BADGE

Reason for Returning: ☐ Absence for Maternity Reasons ☐ Military Leave ☐ Resignation ☐ Retiring ☐ Transfer

READ

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed.

DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

Very truly yours,

(Signature)

(Typed name)

John P. O'Neill

3159  
Chicago

# HEALTH BENEFITS REGISTRATION FORM

## FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM

Form Approved:  
OMB No. 3206-0160

• Complete Part A and Parts B, C, D, and E as applicable.

• Do not separate the copies. Your employing office will certify the completed form and return your copy to you.

• Type or Print Firmly.  
• Sign and date in Part F.

### PART A - All who register must fill in this part

1. Name (Last, first, middle initial) <b>O'Neill John P.</b>	2. Date of birth (Use numbers for mo, day, yr) <b>2/6/52</b>	3. Are you now married? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
4. Your home mailing address (Number and street) <b>441 E. Erie St. #4603</b>	5. Social Security Number <b>147-42-1004</b>	6. Sex <input type="checkbox"/> Female <input checked="" type="checkbox"/> Male
7. City, State and ZIP Code <b>Chicago, IL 60611</b>	8. Home Phone Number (include area code) <b>312-573-0821</b>	9. Office Phone No. (include area code) <b>312-431-1333</b>

### PART B - Fill in this part if you wish to enroll or change your enrollment in the Federal Employees Health Benefits (FEHB) Program

1. I elect to enroll in a health benefits plan as shown below. (Copy the information requested below from front cover of brochure of the plan you select.)		Enrollment Code <b>171</b>	
Name of Plan <b>Rush-Anchor HMO/Access</b>			
2a. Names of Family Members	2b. Date of birth (mo, day, yr)	2a. Names of Family Members	2b. Date of birth (mo, day, yr)
3. Do you, your spouse or any other eligible family members have any group health insurance coverage other than the FEHB plan in which you are now enrolling or enrolled? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		3a. Name of insurance company (CHAMPUS, Medicare, non-Federal plan, etc.)	
3b. Name of policyholder	3c. Effective date of coverage	3d. Policyholder's Social Security Number	3e. Type of coverage <input type="checkbox"/> Self Only <input type="checkbox"/> Self and Family
3f. Group or employer name		3g. Certificate or policy number	

### PART C - Fill in this part as well as PART B to change your enrollment. Answer items 1, 2, 3, and 4 to show Plan and Enrollment Code being changed and eligibility for change.

1. Present Plan Name <b>Prudential Health Plan</b>	2. Present Plan Enrollment Code <b>JB B 2</b>	3. Number of event that permits change (See Table of Permissible Changes) <b>1</b>	4. Date of event that permits change Month <b>12</b> Day <b>9</b> Year <b>91</b>
---	--	---	---

### PART D - EMPLOYEES ONLY - Place an "X" in the box below if you wish NOT TO ENROLL in the FEHB Program.

Place "X" here	I elect not to enroll in the Federal Employees Health Benefits Program. My signature in Part F certifies that I have read and understand the information regarding this election.

### PART E - Fill in this part if you wish to CANCEL your enrollment. Place an "X" in the box below.

Place "X" here	I elect to cancel my enrollment in the Federal Employees Health Benefits Program. I am currently enrolled under the code shown at the right.	Present Enrollment Code
	My signature in Part F certifies that I have read and understand the information regarding cancellation of enrollment.	

### PART F - All who register must fill in this part

WARNING: Any intentionally false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)	1. Your signature (Do not print) <b>John P. O'Neill</b>	2. Date <b>12/9/91</b>
--	--	---------------------------

### PART G - To be completed by agency

1. Name and address (including ZIP Code) of employing office <b>Federal Bureau of Investigation United States Department of Justice</b>	2. Date received in employing office <b>12-09-91</b>	3. Effective date of election <b>01-12-92 CHS</b>
	4. Effective date of termination of enrollment shown in Part C <b>01-11-92</b>	5. SF 2811 report number <b>92-1-171</b> <b>92-7 JB2</b>
	8. Payroll Office number <b>324-3771</b>	9. Agency location code (if different from item 8)

### REMARKS - For use only by agency

**3/mt**

**Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Cover Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <u>JOHN P. O'NEILL</u>	2. Office of Assignment <u>D6-GOVERNMENTAL FRAUD 0623</u>														
3. Social Security Number <u>147-42-1004</u>	4. PMRS Indicator M1 <u>M3</u> M4 M5														
5. Position Title and Grade <u>SUPERVISORY SPECIAL AGENT GM-15</u>	6. Summary Rating <u>EXCEPTIONAL</u>														
7. Rating of Critical Element(s) <table style="width:100%; margin-top: 10px;"> <tr> <td style="text-align: center;"><u>E</u></td> <td style="text-align: center;"><u>E</u></td> <td style="text-align: center;"><u>E</u></td> <td style="text-align: center;"><u>E</u></td> <td style="text-align: center;"><u>  </u></td> <td style="text-align: center;"><u>  </u></td> <td style="text-align: center;"><u>  </u></td> </tr> <tr> <td style="text-align: center;"># <u>1</u></td> <td style="text-align: center;"># <u>2</u></td> <td style="text-align: center;"># <u>3</u></td> <td style="text-align: center;"># <u>4</u></td> <td style="text-align: center;"># <u>  </u></td> <td style="text-align: center;"># <u>  </u></td> <td style="text-align: center;"># <u>  </u></td> </tr> </table>		<u>E</u>	<u>E</u>	<u>E</u>	<u>E</u>	<u>  </u>	<u>  </u>	<u>  </u>	# <u>1</u>	# <u>2</u>	# <u>3</u>	# <u>4</u>	# <u>  </u>	# <u>  </u>	# <u>  </u>
<u>E</u>	<u>E</u>	<u>E</u>	<u>E</u>	<u>  </u>	<u>  </u>	<u>  </u>									
# <u>1</u>	# <u>2</u>	# <u>3</u>	# <u>4</u>	# <u>  </u>	# <u>  </u>	# <u>  </u>									

8. John Paul O'Connor 9/6/91  
 Signature of Rating Official Date

9. I have reviewed and approved this appraisal. ( ) See my comments attached.

William J. Eggen 9/6/91  
 Signature of Reviewing Official Date

10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and that a summary rating of Unacceptable may be the basis for my reassignment, reduction in grade, or removal. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

John P. O'Neill 9/6/91  
 Signature of Employee Date

## 11. Type of Appraisal

- |   |  |
|---|--|
| A <input checked="" type="checkbox"/> Annual - Type<br>C <input type="checkbox"/><br>W <input type="checkbox"/><br>F <input type="checkbox"/><br>L <input type="checkbox"/><br>T <input checked="" type="checkbox"/> Special - Type<br>O <input type="checkbox"/><br>N <input type="checkbox"/><br>Q <input type="checkbox"/><br>D <input type="checkbox"/><br>B <input type="checkbox"/><br>K <input type="checkbox"/> | <input type="checkbox"/> Regular<br><input type="checkbox"/> Conversion<br><input type="checkbox"/> Unacceptable - Warning<br><input type="checkbox"/> Warning Resolution<br><input type="checkbox"/> Delayed<br><input checked="" type="checkbox"/> Position Change<br><input type="checkbox"/> Change in Rating Official<br><input type="checkbox"/> Current Appraisal<br><input type="checkbox"/> Requested by FBIHQ<br><input type="checkbox"/> Conclusion of Detail<br><input type="checkbox"/> Unacceptable - Warning<br><input type="checkbox"/> Warning Resolution |
|---|--|

Date 9/11/91  
 Date     
 Date     
 Date     
 Date     
 Date     
 Date   

## PRAU USE ONLY

Logged Bal  
 Reviewed Bal  
 Entered Bal  
 Verified     
 Printout   

\* Per telcal to Mr. Chang  
 on 10/9/91. Will make  
 office copy.  
 Bal 10/9/91 THREE

107 POSTED. 1/25/91 PARROB, PBSUPE, PECOMM, PCLIAI



FD-699 (Rev. 1-19-88) Revision to item 10 per 5/8/90 Airtel captioned,  
"PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (PMRS), POLICY REVISIONS"

10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement and/or office of preference transfer, and may be the basis for my reassignment, reduction in grade or removal. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and one-half or no general increase. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

g/b  
-----  
Initials of employee

10/11/91  
-----  
Date

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEILL	2. Social Security Number 147-42-1004
--	--

3. Specify general nature of assignment during most of the appraisal period.  
UNIT CHIEF, GOVERNMENTAL FRAUD UNIT, WHITE-COLLAR CRIMES  
SECTION

4. Critical Element # 1 as listed on the Plan. 4a. Descriptor: PROGRAM/RESOURCE MANAGEMENT

5. Rating Level: EXCEPTIONAL

Unit Chief (UC) O'Neill has served as Chief of the Governmental Fraud Unit (GFU) of the White-Collar Crimes Section (WCCS) since January, 1991. For an approximate period of one month subsequent to assuming his current position, he also served as Acting Chief of the newly formed Economic Crimes Unit of the WCCS.

UC O'Neill has managed the GFU and the Governmental Fraud Subprogram (GFSP) of the White-Collar Crime Program in an exceptional manner during the period from January, 1991 to the present. The GFSP currently utilizes 17% of WCCP investigative resources fieldwide and includes a myriad of complex investigations directed at fraud in Federally funded programs and agencies, environmental crimes, violations of antitrust laws, civil matters involving the U.S. Government. Priority investigative emphasis has been and continues to be placed on the high priority GFSP areas of defense procurement fraud, housing program fraud, health care fraud and environmental crimes.

The GFU, under UC O'Neill's direction, is involved on a daily basis in the management of highly sensitive undercover operations, Title IIIs and utilization of cooperating witnesses in GFSP investigations. The GFU has managed the FBI's ongoing national initiatives in the areas of defense procurement fraud (product substitution and subcontractor bribery), housing program fraud (equity skimming and loan origination), health care fraud (pharmacy fraud) and environmental crimes. The GFU is a strong advocate of innovative investigative techniques in GFSP investigations and is recognized and praised by SACs and ASACs for its demonstrated expertise and support of these investigations.

MO  
6. Initials of Employee

9/6/91  
Date

JOHN P. O'NEILL - 100-42-1004

Unit Chief, Governmental Fraud Unit, White-Collar Crimes Section  
Critical Element #1 continued

UC O'Neill additionally coordinated a computer crimes working group of field Agents temporarily assigned to the WCCS for the purpose of reviewing the FBI's efforts and policy and making appropriate recommendations for changes to increase performance and formulate an appropriate fieldwide response to this crime problem. The implementation of recommendations made by this working group will significantly improve the FBI's performance in this areas of the WCCP.

MA  
Initials of Employee

9/6/91  
Date

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Specify general nature of assignment during most of the appraisal period. UNIT CHIEF, GOVERNMENTAL FRAUD UNIT, WHITE-COLLAR CRIMES SECTION	

4. Critical Element # 2 as listed on the Plan. 4a. Descriptor: SUPERVISION OF SUBORDINATES

5. Rating Level: EXCEPTIONAL

UC O'Neill directly supervises five Supervisory Special Agents (SSAs) and five support employees assigned to the GFU. These employees, under O'Neill's direction, have exhibited high quality supervision and oversight of GFSP matters. UC O'Neill has personally reviewed the analytical workload of the GFU and realigned the responsibilities of GFU analysts to provide for more efficient utilization and increased cross training and skill development for these personnel. Employees assigned to the GFU have displayed a team approach to short deadline projects and taskings and their work products are routinely of the highest quality. UC O'Neill did a commendable job in supervising the computer crimes working group of field Agents assigned temporarily to the WCCS for 60 days. UC O'Neill's performance in this critical element has been outstanding and deserving of an exceptional rating.

mb  
6. Initials of Employee

9/6/91  
Date

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

UNIT CHIEF, GOVERNMENTAL FRAUD UNIT, WHITE-COLLAR CRIMES  
SECTION4. Critical Element # 3 as listed on the Plan. 4a. Descriptor:

COMMUNICATION SKILLS

5. Rating Level: EXCEPTIONAL

UC O'Neill has demonstrated exceptional oral and written communication skills. The GFU's written communications, including frequent informative notes to the Director and Executive Management on sensitive investigations and issues, are well written, thorough and timely. Oral briefings are very effectively presented and demonstrate expertise in WCCP matters. UC O'Neill's advice on sensitive issues impacting upon the GFSP is regularly sought by senior FBI and DOJ officials. The written report of the computer crimes working group is an outstanding work product as are frequent briefing books prepared by the GFU. UC O'Neill has made several presentations on GFSP investigations, policy and related issues at national conferences and in-service training seminars.

  
6. Initials of Employee9/6/91  
Date

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEILL	2. Social Security Number 147-42-1004
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3. Specify general nature of assignment during most of the appraisal period.  
UNIT CHIEF, GOVERNMENTAL FRAUD UNIT, WHITE-COLLAR CRIMES  
SECTION

4. Critical Element # 4 as listed on the Plan. 4a. Descriptor: LIAISON

5. Rating Level: EXCEPTIONAL

The GFU has liaison responsibilities with the Offices of Inspectors General throughout the Federal government, the Antitrust, Civil and Environment and Natural Resources Divisions of DOJ, and the Fraud Section of the Criminal Division, DOJ. The direct liaison efforts of UC O'Neill and SSAs assigned to the GFU have been outstanding and have contributed substantially to the GFSP and the WCCP. These liaison efforts have directly supported ongoing national initiatives within the GFSP and have contributed to the recognition of the FBI's demonstrated expertise in these matters. The GFU additionally supports the membership of the Associate Deputy Director - Investigations on the President's Council on Integrity and Efficiency. UC O'Neill has pursued an aggressive liaison role, both individually and in directing the unit's liaison efforts, and his performance in this critical element has been exceptional.

MD  
6. Initials of Employee

9/6/91  
Date



# REQUEST FOR PERSONNEL ACTION

## PART A—Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36 and 39.)

1. Actions Requested <b>RELOCATION</b>	2. Request Number
3. For Additional Information Call (Name and Telephone Number) <b>FTS 380-2500</b>	4. Proposed Effective Date <b>09-11-91</b>
5. Action Requested By (Typed Name, Title, Signature, and Request Date) <b>ASAC WILLIAM J. CLANCY</b> <b>09-12-91</b>	6. Action Authorized By (Typed Name, Title, Signature, and Concurrence Date) <b>SAC DELBERT N. DILBECK</b> <b>09-12-91</b>

## PART B—For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show all dates in month-day-year order.)

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>	2. Social Security Number <b>147-42-1004</b>	3. Date of Birth <b>02-06-52</b>	4. Effective Date <b>09-11-91</b>								
<b>First Action</b>		<b>Second Action</b>									
5-A. Code <b>901</b>	5-B. Nature of Action <b>RELOCATION</b>	6-A. Code	6-B. Nature of Action								
5-C. Code <b>FBI</b>	5-D. Legal Authority <b>28 U.S.C. 536</b>	6-C. Code	6-D. Legal Authority								
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority								
7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT</b> <b>SA-15-210</b> <b>210</b>		15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT</b> <b>SA-15-060</b> <b>60</b>									
8. Pay Plan <b>GM</b>	9. Occ. Code <b>1811</b>	10. Grade or Level <b>15</b>	11. Step or Rate	12. Salary <b>\$67,589.00</b>	13. Pay Basis <b>PA</b>	16. Pay Plan <b>GM</b>	17. Occ. Code <b>1811</b>	18. Grade or Level <b>15</b>	19. Step or Rate	20. Salary/Award	21. Pay Basis <b>PA</b>
14. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION</b> <b>CRIMINAL INVESTIGATIVE DIVISION 0623</b> <b>WASHINGTON, D. C.</b>						22. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION</b> <b>CHICAGO</b> <b>3150</b>					

### Employee Data

23. Veterans Preference <b>1</b> 1—None 3—10 Point/Disability 5—10 Point/Other 2—5 Point 4—10 Point/Compensable 6—10 Point/Compensable/30%	24. Tenure <b>1</b> 0—None 2—Conditional 1—Permanent 3—Indefinite	25. Agency Use	26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
27. FEGLI <b>E</b> <b>WAIVED</b>	28. Annuitant Indicator <b>9</b>	29. Pay Rate Determinant <b>0</b>	
30. Retirement Plan <b>6</b> <b>CSRS-SPEC</b>	31. Service Comp. Date (Leave) <b>06-22-70</b>	32. Work Schedule <b>F</b> I—Intermittent J—INT Seasonal F—Full-time G—FT Seasonal H—FT On Call P—Part-time Q—PT Seasonal R—PT On Call	33. Part-Time Hours Per Biweekly Pay Period

### Position Data

34. Position Occupied <b>2</b> 1—Competitive Service 3—SES General 2—Excepted Service 4—SES Career Reserved	35. FLSA Category <b>E</b> E—Exempt N—Nonexempt	36. Appropriation Code	37. Bargaining Unit Status
38. Duty Station Code		39. Duty Station (City—County—State or Overseas Location)	

40. Agency Data	41.	42.	43.	44.		
45. Educational Level	46. Year Degree Attained	47. Academic Discipline	48. Functional Class	49. Citizenship <b>1</b> 1—USA 8—Other	50. Vietnam Era Vet <b>1</b> V—Yes N—No	51. Supervisory Status <b>3</b>

## PART C—Reviews and Approval (Not to be used by requesting office.)

1. Office/Function	Initials/Signature	Date	Office/Function	Initials/Signature	Date
A.			D.		
B.			E.		
C.			F.		
2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.			Approval Date <b>09-18-91</b>		

**PART D—Remarks by Requesting Office**

(Note to Supervisors: Do you know of additional or conflicting reasons for the employee's resignation/retirement?  
If "YES", please state these facts on a separate sheet and attach to SF52-B.)

☐ YES☐ NO**PART E—Employee Resignation/Retirement****Privacy Act Statement**

You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue

regulations with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary or Labor or a State agency in connection with administration of unemployment compensation programs.

The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled.

1. Reason for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day—midnight—unless you specify otherwise.)

2. Effective Date	3. Your Signature	4. Date Signed	5. Forwarding Address (Number, Street, City, State, ZIP Code)
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**PART F—Remarks for SF 50**

Prep 9-18-91 pr



Federal National Mortgage Association

**REQUEST FOR VERIFICATION OF EMPLOYMENT**

**INSTRUCTIONS:** LENDER- Complete items 1 thru 7. Have applicant complete item 8. Forward directly to employer named in item 1.  
EMPLOYER-Please complete either Part II or Part III as applicable. Sign and return directly to lender named in item 2.

**PART I REQUEST**

1. TO (Name and address of employer) FBI 10th and Pennsylvania Ave. N.W. Washington, DC 20535 ATT: Verification Dept. Room 4274	2. FROM (Name and address of lender) Associates National Mortgage Corporation P.O. Box 226586 Dallas, TX 75222-6586
---	--

b6  
b7C

3. [Redacted]	4. TITLE Loan Processor	5. DATE 11/29/91	6. LENDER'S NUMBER (optional)
---------------	----------------------------	---------------------	-------------------------------

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

7. NAME AND ADDRESS OF APPLICANT (Include employee or badge number)  
John P. O'Neill SS#147 42 1004  
3530 Westmoreland Dr.

I/We have made application to Associates National Mortgage Corporation for a home mortgage loan. My/Our signature(s) below is my/our authorization to you to release any and all information requested concerning my/our employment, bank accounts, credit or mortgage history to Associates National Mortgage Corporation for its confidential use in compiling my/our mortgage loan credit report.

Signatures:  
Borrower

Co-Borrower

**PART II VERIFICATION**

EMPLOYMENT DATA	
9. APPLICANT'S DATE OF EMPLOYMENT 6/22/70	12A. CURRENT (Check Period) <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> HOURLY <input type="checkbox"/> MONTHLY <input type="checkbox"/> OTHER (Specify) \$ 69,644 <input type="checkbox"/> WEEKLY
10. PRESENT POSITION Supervisory Special Agent	12B. EARNINGS: 1991 1990
11. PROBABILITY OF CONTINUED EMPLOYMENT His position in this Bureau*	TYPE YEAR TO DATE PAST YEAR
13. IF OVERTIME OR BONUS IS APPLICABLE, IS ITS CONTINUANCE LIKELY?	BASE PAY \$4,888.80 \$9,544.00
	AUTO OVERTIME \$15,998.40 \$8,395.20
	Premium Pay 601.16 1,682.39
	COMMISSIONS \$ \$
	BONUS \$1,707.82 \$1,288.33
OVERTIME <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	PAY GRADE
BONUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	TYPE MONTHLY AMOUNT
	BASE PAY \$
	RATIONS \$
	FLIGHT OR HAZARD \$
	CLOTHING \$
	QUARTERS \$
	PRO PAY \$
	OVER SEAS OR COMBAT \$

14. REMARKS (if paid hourly, please indicate average hours worked each week during current and past year)

Is employee being transferred at company request? \_\_\_\_\_

Effective date of transfer? \_\_\_\_\_ To what location? \_\_\_\_\_

**PART III VERIFICATION OF PREVIOUS EMPLOYMENT**

15. DATES OF EMPLOYMENT	16. SALARY/WAGE AT TERMINATION PER (Year) (Month) (Week) BASE _____ OVERTIME _____ COMMISSIONS _____ BONUS _____
17. REASON FOR LEAVING	18. POSITION HELD only net 12-91

19. SIGNATURE OF EMPLOYER [Redacted]	20. TITLE AND PHONE NUMBER Service Records Supervisor (202) 324-4164	21. DATE 12-12-91
---	--	----------------------

The confidentiality of the information you have furnished will be preserved except where disclosure of this information is required by applicable law. The form is to be transmitted directly to the lender and is not to be transmitted through the applicant or any other party.

AIRTEL

9/23/91

Director, FBI

Legat, London  
SACs, Atlanta  
Chicago  
Houston  
Jacksonville

Los Angeles  
Knoxville  
New York  
Washington Metropolitan

EXECUTIVE DEVELOPMENT INSTITUTE (EDI) I  
SECOND SESSION  
10/28-11/8/91

*John P. O'Neill*  
Special Agents in Charge are requested to notify their field office personnel who have been selected to attend the next EDI session.

This two-week EDI is presented in a new format. Its primary focus is personal development. People selected for EDI I are field or headquarters supervisors, and any ASACs appointed without previously attending.

A second program, called EDI II, will concentrate on operational skills development, such as administering crisis situations, major cases, and leadership. People selected for this program will be ASAC-eligible or newly appointed ASACs, or unit chiefs.

Participants are expected to arrive in time for breakfast which begins at 7:30 a.m., Monday, 10/28/91. The graduation ceremonies will end at 12 noon, Friday, 11/8/91. Participants are requested to confirm attendance via FD-313, Attention: Administrative Services Unit, Quantico. A general information sheet regarding Academy Training is attached.

An overview, class roster, and further details regarding the program will be sent directly to the participants at a later date.

If you have any questions regarding the program, feel free to contact the Management Science Unit, Quantico, Virginia, FTS 878-1222, for Supervisory Special Agent (SSA) [redacted] or 878-1153 for SSA [redacted]

Enclosure

WHS:dag (22)

Jep. Dir. \_\_\_\_\_  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Info. Mgmt. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Tech. Serv. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. Liaison & \_\_\_\_\_  
Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Office \_\_\_\_\_

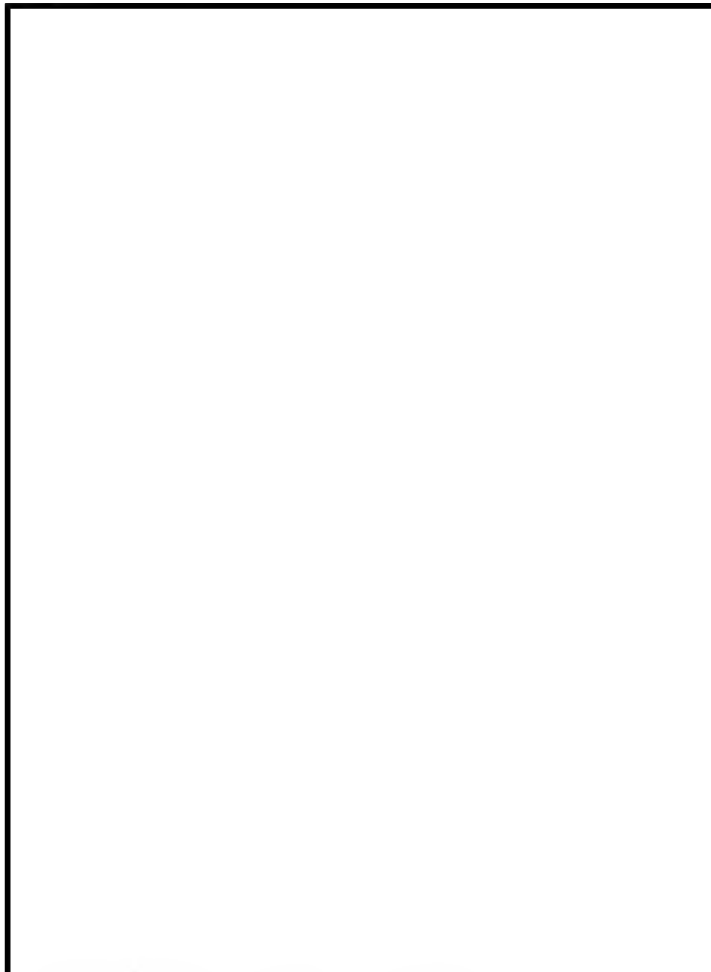
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Airtel to Legat, London, et al.  
RE: Executive Development Institute (EDI) I  
Second Session  
10/28-11/8/91

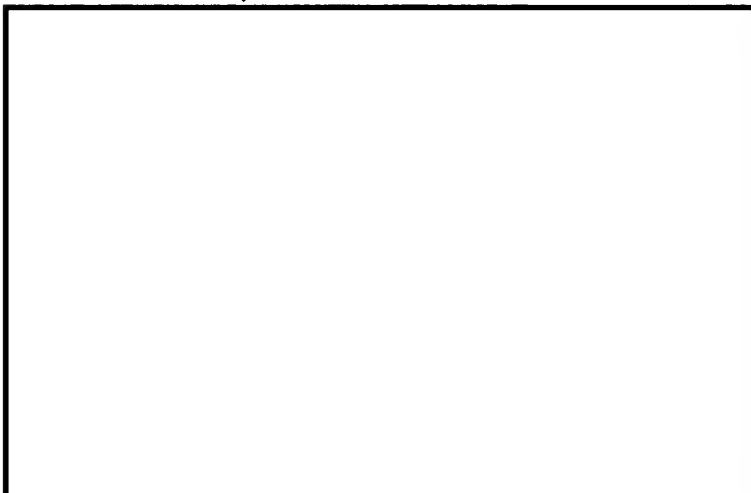
The Career Board has approved the following individuals  
for attendance at the Executive Development Institute (EDI) I,  
Session Two, for the period 10/28-11/8/91:

NAME

DIVISION



Megary, William C.  
O'Neill, John P.



Criminal Investigative  
Criminal Investigative  
Inspection  
ADD - Investigations  
Criminal Investigative  
Atlanta  
Knoxville  
Legat, London  
Criminal Investigative  
Chicago  
Intelligence  
Administrative Services  
Criminal Investigative  
Inspection  
Intelligence  
Houston  
Criminal Investigative  
New York  
Criminal Investigative  
Criminal Investigative  
Equal Employment Opportunity  
Chicago  
Criminal Investigative  
Los Angeles  
Criminal Investigative  
Jacksonville  
Washington Metropolitan  
Inspection  
Criminal Investigative  
Chicago  
Training  
Criminal Investigative

b6  
b7C



**Federal Bureau of Investigation**  
**Performance Management and Recognition System**  
**Performance Plan - Notice Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <b>JOHN P. O'NEILL</b>	2. Social Security Number <b>147-42-1004</b>
3. Position Title and Grade <b>Supervisory Special Agent (ASAC), GM-15</b>	4. Office of Assignment <b>Chicago</b>

This Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

\* information was inadvertently placed in the wrong section in 10/15/91

5. \_\_\_\_\_ Date \_\_\_\_\_  
 Signature of Rating Official

6. \_\_\_\_\_ Date \_\_\_\_\_  
 Signature of Reviewing Official

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level on any element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer and that performance resulting in a summary rating below the Fully Successful level may be the basis for a zero merit increase. In addition, I am aware that Unacceptable performance on any element may be the basis for my reassignment, reduction in grade, or removal.

7. ----- SEE ATTACHED PAGE -----  
 Signature of Employee Date

**Plan Modification**

The attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

\* Donna Dineen 9/13/91  
 8. \_\_\_\_\_ Date \_\_\_\_\_  
 Signature of Rating Official

Weldon L. Kennedy 10/10/91  
 9. \_\_\_\_\_ Date \_\_\_\_\_  
 Signature of Reviewing Official

I have been advised of this modification to my Plan and am aware that the consequences of my performance as specified above continue to apply.

John P. O'Neill 9/13/91  
 10. \_\_\_\_\_ Date \_\_\_\_\_  
 Signature of Employee

**PRAU USE ONLY**Logged: ent 10/18

CE	Type	Code	Cat.	Reviewed	Accepted/ Rejected
1	V	PAOPER	A	2/10/18/91	OK
2	V	PBSUPE	A		OK
3	V	PDASSO	A		OK
4	I	PCLIAI	A		

*Released without a  
 substantive review  
 Review not completed due to: 1/1/92*

Plan superseded \_\_\_\_\_  
 Grade change \_\_\_\_\_  
 Reassignment \_\_\_\_\_  
 Ceased duty \_\_\_\_\_

THREE



I have been advised of my critical elements and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level on any element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer and may be the basis for my reassignment, reduction in grade, or removal. In addition, I am aware that performance resulting in a summary rating below the Fully Successful level may be the basis for a zero merit increase and one-half or no general increase.

John P. O'Neill  
Signature of Employee

9/13/91  
Date



FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM 15 (ASAC)

1. Payroll Name of Employee

2. Social Security Number

3. Critical Element # 2: SUPERVISION OF SUBORDINATES: Assigns and reviews work of subordinates, evaluating and striving to develop demonstrated ability of each to perform designated duties. Conducts file reviews and completes full range of personnel actions, including performance appraisals, recommendations for within-grade and quality step increases, promotions, reassignments, and the like. Maintains oversight of time and attendance and other related administrative records.

4. (a) ☐ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

NOT APPLICABLE EFFECTIVE 5/8/90

Fully Successful

Observes, evaluates and corrects activities of each subordinate on a regular basis, recognizing and appropriately responding to circumstances requiring adjustments to normal schedule of review. When practical, makes work assignments that are reflective of subordinates' interests and potential, in addition to demonstrated ability. Reviews performance on a personal basis tailored to meet individual strengths and weaknesses. Makes a conscientious effort to provide on-the-job training and recommend formal training opportunities for eligible employees when same may enhance individual effectiveness or promote morale.

Effectively integrates various personnel actions affecting subordinates, thereby demonstrating awareness of continuing significance of basic principles of personnel management. Assures the propriety, accuracy and timeliness of personnel action submissions and administrative recordkeeping completed personally or by subordinates. When feasible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses.

Superior

Actively works with each subordinate, as appropriate, to assure that individual assignments and performance equate reasonably to the individual's abilities. Observes, evaluates and corrects activities of each subordinate on a continuing basis, and in accordance with standard procedures, employing effective methods of time management to ensure reasonable allocation of time to both operational and administrative assignments. Through personal involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.

Utilizes full range of personnel actions, including on-the-job and formal training, to acknowledge and improve the skills and performance of subordinates. Consistently ensures the submission of personnel actions prior to deadlines, when feasible, and in accordance with both the basic requirements and the intent of pertinent policy, including equal employment opportunity and affirmative action. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates.

6. Initials of Employee

Date

THREE

FEDERAL BUREAU OF INVESTIGATION  
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM 15 (ASAC)

**1. Payroll Name of Employee**

**2. Social Security Number**

3. Critical Element # 3: **ASSOCIATE EXECUTIVE RESPONSIBILITY:** Assumes the duties, or acts on the behalf, of the SAC during his/her absence and/or as designated with respect to specific investigative and/or administrative matters of the field office. Participates in such general administrative/executive functions as budget formulation, purchasing control, and fleet/property management.

4. (a) \_\_\_\_ Initial Assignment; (b) \_\_\_\_ Adjustment; (c) \_\_\_\_ Addition; (d) \_\_\_\_ Termination

5 . PERFORMANCE STANDARDS

Minimally Acceptable

NOT APPLICABLE EFFECTIVE 5/8/90

### Fully Successful

Ensures continuity of operations is maintained in accordance with the SAC's established preferences by maintaining thorough familiarity with on-going and proposed operations and by regularly attending and participating in general briefings. In addition to maintaining thorough familiarity with written policy material addressing areas of assigned responsibilities, establishes good rapport with pertinent controlling entities at FBIHQ to resolve complex policy and/or procedural issues that may arise. Completes assigned administrative responsibilities accurately and effectively, in accordance with established policy, and consistently on a timely basis.

Internal and external liaison contacts are effectively established and maintained, resulting in a meaningful and efficient exchange of work-related information. Professional demeanor enhances the FBI's image and increases the likelihood of the adoption of Bureau preferences by outside agencies. Aggressively works to foster and enhance useful contacts that may serve to further office/program objectives.

## Superior

Regularly and effectively participates in operational and administrative briefings, and makes meaningful contributions to policy-making process within the office. Reliably and authoritatively assures continuity and progression of office operations in the absence of, or as delegated by, the SAC. Thorough familiarity with full range of assigned administrative topics and quality of pertinent liaison contacts at FBIHQ enables the SAC to delegate broad areas of substantive responsibility without necessity for more than cursory review.

Consistently demonstrates ability to effectively handle full range of liaison responsibilities in a professional manner, even when confronting those who are antagonistic to the FBI. Fosters and enhances high quality liaison contacts that result in significant strides toward the achievement of office/program objectives.

6. Initials of Employee

Date \_\_\_\_\_

THREE

FEDERAL BUREAU OF INVESTIGATION  
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM  
 PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

2. Social Security Number

3. Critical Element # 4: LIAISON: Carries out a liaison function with the business community, civic groups, professional societies, law enforcement agencies, and municipal governments. Furthermore, he/she represents the FBI to the media and general public. Makes speeches, appears on TV and radio shows, and generally represents the FBI to various audiences.

4. (a)      Initial Assignment; (b)      Adjustment; (c)      Addition; (d)      Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

NOT APPLICABLE EFFECTIVE 5/8/90

Fully Successful

Regularly persuades personnel of external agencies to accept FBI concepts for use in joint programs and consistently represents the FBI on operational issues within bounds of management intentions. Responds aggressively to defend or promote Bureau's interests.

Superior

During periods of liaison with external agencies, consistently persuades those parties to adopt FBI methods for use in joint operations. Represents the FBI and presents its operational issues in an appealing manner to outside parties. Control methods utilized in liaison result in benefits to the FBI's investigative and administrative operations.

JPO  
 6. Initials of Employee

9-13-91  
 Date  
 THREE

## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>				2. Social Security Number <b>147-42-1004</b>		3. Date of Birth <b>02-06-52</b>		4. Effective Date <b>09-11-91</b>					
<b>FIRST ACTION</b>					<b>SECOND ACTION</b>								
5-A. Code <b>901</b>		5-B. Nature of Action <b>RELOCATION</b>			6-A. Code		6-B. Nature of Action						
5-C. Code <b>FBI</b>		5-D. Legal Authority <b>28 U.S.C. 536</b>			6-C. Code		6-D. Legal Authority						
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority						
7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-714 210</b>					15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-FO-714 060</b>								
8. Pay Plan <b>GM</b>		9. Occ. Code <b>1811</b>	10. Grade or Level <b>15</b>	11. Step or Rate <b>00</b>	12. Salary <b>67,589.00</b>	13. Pay Basis <b>PA</b>	16. Pay Plan <b>GM</b>		17. Occ. Code <b>1811</b>	18. Grade or Level <b>15</b>	19. Step or Rate <b>00</b>	20. Salary/Award <b>67,589.00</b>	21. Pay Basis <b>PA</b>
14. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0623 WASHINGTON, D. C.</b>					22. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CHICAGO 3150</b>								
<b>EMPLOYEE DATA</b>													
23. Veterans Preference <b>1</b> 1—None 3—10 Point/Disability 5—10 Point/Other 2—5 Point 4—10 Point/Compensable 6—10 Point/Compensable/30%					24. Tenure <b>1</b> 0—None 2—Conditional 1—Permanent 3—Indefinite			25. Agency Use		26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
27. FEGLI <b>5</b> <b>WAIVED</b>					28. Annuitant Indicator <b>9</b>			29. Pay Rate Determinant <b>0</b>					
30. Retirement Plan <b>6</b> <b>CSRS-SPEC</b>			31. Service Comp. Date (Leave) <b>06-22-70</b>		32. Work Schedule <b>F</b> I—Intermittent J—INT Seasonal F—Full-time G—FT Seasonal H—FT On Call P—Part-time Q—PT Seasonal R—PT On Call			33. Part-Time Hours Per Biweekly Pay Period					
<b>POSITION DATA</b>													
34. Position Occupied <b>2</b> 1—Competitive Service 3—SES General 2—Excepted Service 4—SES Career Reserved			35. FLSA Category <b>E</b> E—Exempt N—Nonexempt		36. Appropriation Code			37. Bargaining Unit Status					
38. Duty Station Code			39. Duty Station (City—County—State or Overseas Location)										
40. Agency Data		41.		42.		43.		44.					
45. Remarks													
48. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>							50. Signature/Authentication and Title of Approving Official <b>WILLIAM S. SESSIONS DIRECTOR</b>						
47. Agency Code		48. Personnel Office ID		49. Approval Date <b>09-18-91</b>									

PLEASE RETAIN FOR YOUR RECORDS



September 4, 1991

PERSONAL

Mr. John P. O'Neill  
Federal Bureau of Investigation  
Washington, D.C.

Dear Mr. O'Neill:

It is a pleasure to take this opportunity to commend you for your valuable service in developing new procedures for solving computer crimes. I am pleased to present to you a portion of a group award, which the enclosed check represents.

One of your assignments was to devise new guidelines to improve current Bureau policies for computer crime cases, which you completed superbly. In addition, you laudably recommended the personnel who would become involved with the new program. As a result of your efforts, the Bureau can look forward to becoming the leading agency in investigating illegal computer activities. It is a pleasure to thank you for your excellent contributions to this endeavor.

Sincerely yours,

William S. Sessions  
Director

Enclosure

1 - Mr. Baker (Personal Attention) Enclosures (2)  
(\$500 award)

You should personally present this award and should this not be possible or should presentation be delayed by your absence official acting for you should present it. Inform employee net amount of check represents this award less withholding tax.

Based on FD-255 from Mr. Baker to Director dated 8/2/91 with addendum of ASD 8/28/91 re [redacted] and others, recommendation for incentive awards.

DAM (4) #3779-91G

MAILED 15  
SEP 18 1991  
FBI

Dep. Dir. \_\_\_\_\_  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Info. Mgnt. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. Liaison &  
Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Office \_\_\_\_\_

MAIL ROOM

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b7C

[Handwritten signature/initials]

# Memorandum



Dep. Dir. \_\_\_\_\_  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Asst. Dir.: *WLF/KAS*  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. Liaison & \_\_\_\_\_  
Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

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b7C

To : Mr. Kennedy *WLF/KAS*

Date 9/5/91

From :

Subject : JOHN P. O'NEILL  
SUPERVISORY SPECIAL AGENT  
CRIMINAL INVESTIGATIVE DIVISION

Ordered on 7/2/91 to Chicago, Illinois, as Assistant  
Special Agent in Charge.

## PERSONNEL SUMMARY

Entered on Duty	6/22/70
Appointed Special Agent	7/6/76
Reported to Field	10/7/76
Present Grade and Salary	GM-15; \$67,589
Last Salary Change	1/13/91 - Basic Salary Increase
Age	39, Born - 2/6/52
Marital Status	Divorced - 1 Child
Education	Masters Degree in Forensic Science Bachelor of Arts Degree in Law Enforcement
Special Qualifications	Management Assessment Program - MAP I Management Training Crisis Management WCC - Toxic Waste Organized Crime - In - Service WCC - Public Corruption WCC - Labor Matters Mid-level Management Assessment Program - MAP II Baltimore EXCEPTIONAL None
Office of Preference	
1990 Annual Performance Appraisal	
Immediate Relatives in Bureau	
Offices of Assignment:	
6/22/70	assigned
11/23/75	assigned
7/6/76	Appointed Special Agent
10/1/76	reported
4/8/87	assigned
10/23/89	Inspector's Aide
12/2/90	assigned
	Identification Division Records Management Division Baltimore Criminal Investigative Division Inspection Division Criminal Investigative Division

KAS (2)

*for*

*Shadell/KAS*  
*3/KAS*

July 2, 1991

PERSONAL

Mr. John P. O'Neill  
Federal Bureau of Investigation  
Washington, D. C.

Dear Mr. O'Neill:

Your headquarters is changed for official reasons from Washington, D. C., to Chicago, Illinois, as Assistant Special Agent in Charge, effective upon your arrival there on or after this date.

Travel and transportation expenses and applicable allowances and benefits for you and your dependents incidental to this transfer as provided by the Administrative Expenses Act of 1946, as amended; General Services Administration Federal Travel Regulations dated May, 1989, and implementing regulations prescribed by this Bureau, shall be paid to you or on your behalf. However, before these expenses can be paid by the Government you must agree in writing (Bureau Form 3-34b) to remain in the service of the Government for one year following the first day you report for duty at the new station.

You are reminded that pursuant to Internal Revenue Service regulations, certain moving expenses paid incidental to this transfer are subject to an income tax.

Sincerely yours,

Steven L. Pomerantz  
Deputy Assistant Director -  
Personnel Officer  
Administrative Services Division

- 1 - SAC, Chicago (Personal Attention) (67-HQ-679605) Advise arrival date.  
1 - Mr. Baker (Personal Attention) (Enclosures 4) See note, page 2.  
1 - [redacted] (Room 6012)  
1 - RTSU (Sent Direct) 1 - SPAU (Sent Direct)  
1 - Payroll Distribution 1 - Voucher Unit  
1 - Facilities Management & 1 - Property Management Unit  
Security Section

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b7C

Dep. Dir. \_\_\_\_\_  
ADD Adm. \_\_\_\_\_  
ADD Inv. \_\_\_\_\_  
Asst. Dir.:  
Adm. Servs. \_\_\_\_\_  
Crim. Inv. \_\_\_\_\_  
Ident. \_\_\_\_\_  
Insp. \_\_\_\_\_  
Intell. \_\_\_\_\_  
Lab. \_\_\_\_\_  
Legal Coun. \_\_\_\_\_  
Rec. Mgnt. \_\_\_\_\_  
Tech. Servs. \_\_\_\_\_  
Training \_\_\_\_\_  
Cong. Affs. Off. \_\_\_\_\_  
Off. of EEO \_\_\_\_\_  
Off. of Liaison &  
Int. Affs. \_\_\_\_\_  
Off. of Public Affs. \_\_\_\_\_  
Telephone Rm. \_\_\_\_\_  
Director's Sec'y \_\_\_\_\_

SAH:cmm (14) Cmp

Based on memorandum from [redacted] to Mr. Kennedy, dated 6/25/91, AED:lfr.

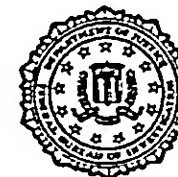
MAIL ROOM ☐

Mr. John P. O'Neill

Note to Mr. Baker: Enclosed for SA O'Neill are his Transfer Authorization Number [redacted], Forms 3-34b, and Relocation Information forms. Have him execute Forms 3-34b and return the original and copy, as well as the Relocation Information form, to the Voucher and Payroll Section. SA O'Neill should make appropriate arrangements with the Training Division to insure that he is afforded one day of firearms training. He should contact Property Management Unit, Room 1B122, regarding Bureau property. Instruct him to contact [redacted] x3514, to arrange for 4 1/2 days of orientation prior to departure on transfer. SA O'Neill should advise SAC's secretary, Chicago Division, of contemplated arrival date.

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b2

# Memorandum



Dep. Dir. \_\_\_\_\_  
 ADD Adm. \_\_\_\_\_  
 ADD Inv. \_\_\_\_\_  
 Asst. Dir.:  
 Adm. Servs. \_\_\_\_\_  
 Crim. Inv. \_\_\_\_\_  
 Ident. \_\_\_\_\_  
 Insp. \_\_\_\_\_  
 Intell. \_\_\_\_\_  
 Lab. \_\_\_\_\_  
 Legal Coun. \_\_\_\_\_  
 Rec. Mgnt. \_\_\_\_\_  
 Tech. Servs. \_\_\_\_\_  
 Training \_\_\_\_\_  
 Cong. Affs. Off. \_\_\_\_\_  
 Off. of EEO \_\_\_\_\_  
 Off. Liaison & \_\_\_\_\_  
 Int. Affs. \_\_\_\_\_  
 Off. of Public Affs. \_\_\_\_\_  
 Telephone Rm. \_\_\_\_\_  
 Director's Sec'y \_\_\_\_\_

To : Mr. Kennedy

Date 6/25/91

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From :   Chairman  
 FBIHQ Mid-Level Career Board

Subject : PERSONNEL CHANGE  
 CAREER BOARD MATTER

The Director has approved the selection of SSA John P. O'Neill, currently assigned to the Criminal Investigative Division, to be transferred and designated Assistant Special Agent in Charge (ASAC), Chicago Division, at no change in grade or salary. SSA O'Neill was rated Fully Successful or above in all elements of his last Performance Appraisal Report. There are no current administrative inquiries or recent administrative action of this Special Agent that would prohibit his transfer.

## RECOMMENDATION:

Administrative Services Division prepare the necessary communications to effect the above action.

APPROVED:	Adm. Servs. _____	Legal Coun. _____	Off. of Liaison _____
Director _____	Crim. Inv. _____	Rec. Mgnt. _____	& Int. Affs. _____
Dep. Dir. _____	Ident. _____	Tech. Servs. _____	Off. of _____
DD-Adm. _____	Inspection _____	Training _____	Public Affs. _____
DD-Inv. _____	Intell. _____	Cong. Affs. Off. _____	
	Laboratory _____	Off. of EEO _____	

AED:lfr

Transfer letter prepared,  
 dated 7/2/91 by cmr

1166

## SUPERVISORY VACANCY REQUEST FORM

6/13

To: *Sum* Director, FBI Attn: Chairman, Career Board, Room 7150

From: Assistant Director, Criminal Investigative Division

Subject: CAREER DEVELOPMENT VACANCY

Special Agent in Charge, Baltimore Field Office  
 (Title of Field/HQ Division Advertising Vacancy)

Assistant Special Agent in Charge, Baltimore Field Office  
 (Squad or Unit where vacancy exists)

John P. O'Neill  
 (Name of Agent Applying)

Reference Notice of Vacancy; Career Development Program;  
Baltimore Division, dated 5/30/91.

1. EOD: 6/22/70 (Clerk); 7/6/76 (SA)
  2. Education (Year/Field of Study): 1974 Bachelor of Science (Criminal Justice); 1978 Master of Science (Forensic Science)
  3. EOD Current Division: 12/4/90
  4. EOD FBIHQ (Division, Section, Unit): 4/8/87 - CID (WCCS); 10/23/89 - Office of Inspections; 12/4/90 - CID (WCCS)
  5. Relief Supervisor (Date Approved): 8/78  
 MAP (Date of Attendance): 8/16-27/81 MAP I (No contingencies); 8/19-24/90 MAP II (No contingencies)
  6. Previous Assignments:
- | Division        | Begin/End Date | Work Specialty                                       |
|-----------------|----------------|--|
| Baltimore       | 10/76 - 4/78   | SA/FCI   |
| Baltimore       | 24/78 - 2/83   | SA/Organized Crime                                   |
| Baltimore       | 2/83 - 4/87    | SSA/WCC; OC Squad                                    |
| Baltimore       | 5/86 - 4/87    | SSA/WCC Program Manager                              |
| FBIHQ - Div. 6  | 4/87 - 10/89   | SSA/Public Corruption Unit, WCC Section              |
| FBIHQ - Div. 6  | 8/89 - 10/89   | SSA/Acting Unit Chief, Public Corruption Unit, WCCS  |
| FBIHQ - Div. 10 | 10/89 - 11/90  | Inspector's Aide, Office of Inspections              |
| FBIHQ - Div. 6  | 12/90 - 2/91   | Acting Unit Chief, Economic Crimes Unit, WCC Section |
| FBIHQ - Div. 6  | 1/91 - Present | Unit Chief, Governmental Fraud Unit, WCC Section     |
- See memo [redacted] to Kennedy 7/19/91. com*
7. Bureau Specialties: General Police Instructor, Fingerprint Instructor, Organized Crime IS, Labor Racketeering IS, Public Corruption Seminar, FBI Supervisor Management Seminar - Comprehensive, Bureau Management Training Level II, Crisis Management School, Executive Stress Management, Environmental Crimes Training; numerous training conferences and seminars concerning White-Collar Crime matters. Numerous schools and lectures regarding Forensic Science and crime scene search techniques. Attended several conferences on Hostage Negotiations and Crisis Management.
- 1 - Chairman, Career Board, Room 7150 (sent direct)  
 1 - [redacted] (sent direct)  
 1 - Mr. Rivera (sent direct)
- 3/K: com*

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 b7C



3. Pre-FBI Experience: Fingerprint Technician, Identification Division, FBIHQ, 6/70 through 7/75. Research Analyst, FOIPA, Records Management Division, FBIHQ, 7/76 through 6/76.

9. Concise narrative of investigative experience: Upon completion of new Agent training, I was assigned to FCI responsibilities and developed and managed an UCO successfully targeting a specific area of FCI interest. In 1977, I designed and implemented a forensic response team which remains in operation to this date. Through my participation in this team I was involved in the processing of numerous homicides; Bureau shooting incidents; a major airplane crash; kidnapping, extortion, drug, and robbery sites. Beginning in 1978, I developed and managed a long-term complex RICO investigation. Numerous investigative techniques were used to include a Group I UCO, over 400 consensually monitored conversations, and multiple Title III coverage, resulting in 11 convictions. On 2/1/83, I was designated Acting Supervisor of a newly formed Public Corruption/Labor Racketeering (PC/LR) Squad. On 7/6/83, I was designated a stationary supervisor of this squad with 16 Agents and three detectives assigned. Cases managed on the squad included the full menu of PC and LR matters, both in the WCC and OC Programs. The squad successfully developed several Group I and Group II UCOs and employed three Title IIIs. The squad conducted a significant drug investigation involving Columbians and LCN members, all of who were convicted. In March, 1986, I was designated the Baltimore Division WCC program manager. On 4/8/87, I was assigned to the Public Corruption Unit, WCCS, FBIHQ, as an SSA. During this assignment, I was responsible for program management of PC violations and cases within numerous FBI field divisions. My assignments included coordination of the Bureau's assistance in the congressional impeachment trial of USDC Judge [REDACTED] Miami, Florida. This assignment required close liaison with the U.S. House of Representatives and Senate. From 8/89 to 10/89, I shared Acting Unit Chief responsibilities with another SSA in the Public Corruption Unit. From 10/89 to 11/90, I was assigned as an Inspector's Aide and conducted several WCC Program and Drug Program audits along with all other major program audits. During this time, I participated in the inspection of the largest and smallest field offices, RAs, and Legats and fully participated in the Shooting Incident Review conducted in July, 1990, in Las Vegas, Nevada. From 12/4/90 - 2/19/91, I was assigned as the Acting Unit Chief of the newly formed Economic Crimes Unit, WCCS. During this period, I undertook efforts to staff the unit and arrange for appropriate office space and furniture. I organized and carried out a major review of all aspects of the FBI's response to a growing computer crime problem. I also initiated a detailed review of the issue of insolvency in the Nation's insurance industry. Through this assignment I expanded my knowledge of telemarketing fraud, bankruptcy fraud, securities and commodities frauds, insurance and computer crimes. On 1/4/91, while still Acting Unit Chief of the Economic Crimes Unit, I assumed the duties of Unit Chief of the Governmental Fraud Unit. I have initiated several administrative changes in the Unit and have sought to enhance the FBI's liaison efforts with the 63 Inspectors General, EPA, and the various components of DOJ. Several national initiatives in health care fraud and transportation fraud have been initiated. The Unit currently is handling 42 Group I or II UCOs and 4 Title IIIs and is attempting to be fully responsive to the field's needs.

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10. Division Head Comments: (SEE ATTACHED CID ADDENDUM)

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Supervisory Vacancy Request Form from Assistant Director  
William M. Baker, CID, to Director, FBI  
Attn: Chairman, Career Board, Room 7150  
RE: CAREER DEVELOPMENT VACANCY

ADDENDUM: CRIMINAL INVESTIGATIVE DIVISION (CID), 6/13/91, WJE:vc

Mr. O'Neill is a very competent, experienced Special Agent. He has been the Unit Chief of the Governmental Fraud Unit since 1/91 and has performed in an exceptional manner. He has personally been involved in fast-moving, sensitive investigations and in those situations exhibited sound judgement. His written and oral communication skills are excellent. He is very much qualified for the position of ASAC and is deserving of CID's highest recommendation.

LAP/BW

## SUPERVISORY VACANCY REQUEST FORM

To: Director, FBI Attn: Chairman, Career Board, Room 7150

From: Assistant Director, Criminal Investigative Division

Subject: CAREER DEVELOPMENT VACANCY

Special Agent in Charge, Chicago Field Office  
(Title of Field/HQ Division Advertising Vacancy)

Assistant Special Agent in Charge, Chicago Field Office  
(Squad or Unit where vacancy exists)

John P. O'Neill  
(Name of Agent Applying)

Reference Notice of Vacancy; Career Development Program; Chicago Division, dated 5/15/91.

1. EOD: 6/22/70 (Clerk); 7/6/76 (SA)
2. Education (Year/Field of Study): 1974 Bachelor of Science (Criminal Justice); 1978 Master of Science (Forensic Science)
3. EOD Current Division: 12/4/90
4. EOD FBIHQ (Division, Section, Unit): 4/8/87 - CID (WCCS); 10/23/89 - Office of Inspections; 12/4/90 - CID (WCCS)
5. Relief Supervisor (Date Approved): 8/78  
MAP (Date of Attendance): 8/16-27/81 MAP I (No contingencies); 8/19-24/90 MAP II (No contingencies)

6. Previous Assignments:

Division	Begin/End Date	Work Specialty
Baltimore	10/76 - 4/78	SA/FCI
Baltimore	4/78 - 2/83	SA/Organized Crime
Baltimore	2/83 - 4/87	SSA/WCC; OC Squad
Baltimore	5/86 - 4/87	SSA/WCC Program Manager
FBIHQ - Div. 6	4/87 - 10/89	SSA/Public Corruption Unit, WCC Section
FBIHQ - Div. 6	8/89 - 10/89	SSA/Acting Unit Chief, Public Corruption Unit, WCCS
FBIHQ - Div. 10	10/89 - 11/90	Inspector's Aide, Office of Inspections
FBIHQ - Div. 6	12/90 - 2/91	Acting Unit Chief, Economic Crimes Unit, WCC Section
FBIHQ - Div. 6	1/91 - Present	Unit Chief, Governmental Fraud Unit, WCC Section

See memo [redacted] to Director dated 6/20/91.

7. Bureau Specialties: General Police Instructor, Fingerprint Instructor, Organized Crime IS, Labor Racketeering IS, Public Corruption Seminar, FBI Supervisor Management Seminar - Comprehensive, Bureau Management Training Level II, Crisis Management School, Executive Stress Management, Environmental Crime Training; numerous training conferences and seminars concerning White-Collar Crime matters. Numerous schools and lectures regarding Forensic Science and crime scene search techniques. Attended several conferences on Hostage Negotiations and Crisis Management.

- 1 - Chairman, Career Board, Room 7150 (sent direct)
- 1 - Mr. Dilbeck (sent direct)
- 1 - Mr. Clancy (sent direct)

3/AED:RTG

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-22- Pre-FBI Experience: Fingerprint Technician, Identification Division, FBIHQ, 6/70 through 1/75. Research Analyst, FOIPA, Records Management Division, FBIHQ, 7/76 through 6/76.

9. Concise narrative of investigative experience: Upon completion of new Agent training, I was assigned to FCI responsibilities and developed and managed an UCO successfully targeting a specific area of FCI interest. In 1977, I designed and implemented a forensic response team which remains in operation to this date. Several other field offices have copied the Baltimore model. Through my participation in this team I was involved in the processing of numerous homicides; Bureau shooting incidents; a major airplane crash; kidnapping, extortion, and robbery sites. Beginning in 1978, I developed and managed a long-term complex RICO investigation. Numerous investigative techniques were used to include a Group I UCO, over 400 consensually monitored conversations, and multiple Title III coverage, resulting in 11 convictions. On 2/1/83, I was designated Acting Supervisor of a newly formed Public Corruption/Labor Racketeering (PC/LR) Squad. On 7/6/83, I was designated a stationary supervisor of this squad with 16 Agents and three detectives assigned. Cases managed on the squad included the full menu of PC and LR matters, both in the WCC and OC Programs. The squad successfully developed several Group I and Group II UCOs and employed three Title IIIs. In March, 1986, I was designated the Baltimore Division WCC program manager. On 4/8/87, I was assigned to the Public Corruption Unit, WCCS, FBIHQ, as an SSA. During this assignment, I was responsible for program management of PC violations and cases within numerous FBI field divisions. My assignments included coordination of the Bureau's assistance in the congressional impeachment trial of USDC Judge [redacted] Miami, Florida. This assignment required close liaison with the U.S. House of Representatives and Senate. From 8/89 to 10/89, I shared Acting Unit Chief responsibilities with another SSA in the Public Corruption Unit. From 10/89 to 11/90, I was assigned as an Inspector's Aide and conducted several WCC Program audits along with all other major program audits. During this time, I participated in the inspection of the largest and smallest field offices, RAs, and Legats and fully participated in the Shooting Incident Review conducted in July, 1990, in Las Vegas, Nevada. From 12/4/90 - 2/19/91, I was assigned as the Acting Unit Chief of the newly formed Economic Crimes Unit, WCCS. During this period, I undertook efforts to staff the unit and arrange for appropriate office space and furniture. I organized and carried out a major review of all aspects of the FBI's response to a growing computer crime problem. I also initiated a detailed review of the issue of insolvency in the Nation's insurance industry. Through this assignment I expanded my knowledge of telemarketing fraud, bankruptcy fraud, securities and commodities frauds, insurance and computer crimes. On 1/4/91, while still Acting Unit Chief of the Economic Crimes Unit, I assumed the duties of Unit Chief of the Governmental Fraud Unit. I have initiated several administrative changes in the Unit and have sought to enhance the FBI's liaison efforts with the 63 Inspectors General, EPA, and the various components of DOJ. Several national initiatives in health care fraud and transportation fraud have been initiated. The Unit currently is handling 41 Group I or II UCOs and 4 Title IIIs and is attempting to be fully responsive to the field's needs.

10. Division Head Comments: \_\_\_\_\_

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Supervisory Vacancy Request Form from Assistant Director  
William M. Baker, CID, to Director, FBI  
Attn: Chairman, Career Board, Room 7150  
RE: CAREER DEVELOPMENT VACANCY

ADDENDUM: CRIMINAL INVESTIGATIVE DIVISION (CID), 5/29/91, WBE:vc

Mr. O'Neill is an experienced Agent who possesses a strong work ethic. He is very dedicated and well respected by his peers. He is a self-starter, aggressive and utilizes excellent judgement in administrative and operational issues. He has an excellent background in White-Collar Crimes as well as other priority programs. He presently is the subprogram manager for the White-Collar Crimes Section's Governmental Fraud Subprogram which he is overseeing in an exceptional manner. Mr. O'Neill is well qualified for the position of ASAC and is highly recommended by CID.

LAP



67-8/338/125

1 3

12/4/90

UNCLAS E F T O

ROUTINE

FM DIRECTOR FBI

TO ALL FBI FIELD OFFICES/ROUTINE/

ALL LEGATS/ROUTINE/

BT

UNCLAS E F T O

CITE: //0015//

PASS: PERSONAL ATTENTION ALL SACS; PERSONAL ATTENTION ALL LEGATS.

*John P. O'Neill*

SUPERVISORY AND EXECUTIVE PERSONNEL

SUBJECT: CAREER BOARD SELECTIONS

THE FBIHQ MID-LEVEL CAREER BOARD MET ON 12/4/90 AND MADE THE FOLLOWING SELECTIONS:

[redacted] CURRENTLY ASSIGNED TO THE BOSTON DIVISION, HAS BEEN DESIGNATED SUPERVISOR, VIOLENT CRIMES PROGRAM, BOSTON DIVISION.

[redacted] CURRENTLY ASSIGNED TO THE CRIMINAL INVESTIGATIVE DIVISION, HAS BEEN DESIGNATED SUPERVISORY

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*AED/Hem*

AED:evm

12/4/90

7150

235

- 1 - EACH EXECUTIVE ASSISTANT DIRECTOR
- 1 - EACH ASSISTANT DIRECTOR
- 1 - EACH SPEC. ASST. TO THE DIRECTOR (6)
- 1 - MANAGEMENT SCIENCE UNIT, FBI ACADEMY (ATTN: SA [redacted])
- 1 - [redacted] ROOM 1832

*2358 EAE*

67-661-888-101

Numbered: 18

14 MAY 22 1991

77 JUN 10 1991

6



2  
SENIOR RESIDENT AGENT, DAYTON RESIDENT AGENCY, ~~CINCINNATI~~ /  
DIVISION.

[REDACTED] CURRENTLY ASSIGNED TO THE INFORMATION  
MANAGEMENT DIVISION, HAS BEEN DESIGNATED SUPERVISOR, SQUAD 5,  
DRUG, CIVIL RIGHTS AND TERRORISM, ~~COLUMBIA~~ DIVISION.

[REDACTED] CURRENTLY ASSIGNED TO THE INSPECTION  
DIVISION, HAS BEEN DESIGNATED SUPERVISOR, SQUAD 5, DRUG AND  
FORFEITURE, ~~BALTIMORE~~ DIVISION.

[REDACTED] CURRENTLY ASSIGNED TO THE OFFICE OF EQUAL  
EMPLOYMENT OPPORTUNITY AFFAIRS, HAS BEEN DESIGNATED UNIT CHIEF,  
FUGITIVE/GOVERNMENT RESERVATION CRIMES UNIT, CRIMINAL  
INVESTIGATIVE ~~DIVISION~~.

[REDACTED] CURRENTLY ASSIGNED TO THE CRIMINAL  
INVESTIGATIVE DIVISION, HAS BEEN DESIGNATED SUPERVISORY SENIOR  
RESIDENT AGENT, SCRANTON RESIDENT AGENCY, ~~PHILADELPHIA~~ *FO*  
DIVISION.

JOHN P. ~~O~~'NEILL, CURRENTLY ASSIGNED TO THE INSPECTION  
DIVISION, HAS BEEN DESIGNATED UNIT CHIEF, GOVERNMENTAL FRAUD  
UNIT, ~~CRIMINAL~~ INVESTIGATIVE DIVISION.

DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
COMMUNICATION MESSAGE FORM

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PAGE 3

CONTINUATION SHEET

START HERE

THE FOLLOWING INDIVIDUALS WERE SELECTED FOR INSPECTOR'S

AIDES-IN-PLACE: [REDACTED] TRAINING DIVISION: [REDACTED]

[REDACTED] MIAMI DIVISION: [REDACTED] PITTSBURGH DIVISION:

[REDACTED] LAS VEGAS DIVISION: [REDACTED]

WMFO: [REDACTED] ATLANTA DIVISION: [REDACTED] SAN

DIEGO DIVISION: [REDACTED] LOS ANGELES DIVISION: [REDACTED]

[REDACTED] LAS VEGAS DIVISION: [REDACTED] MILWAUKEE

DIVISION: [REDACTED] SPRINGFIELD DIVISION: [REDACTED]

[REDACTED] MIAMI DIVISION: [REDACTED] OKLAHOMA CITY

DIVISION: [REDACTED] HOUSTON DIVISION: [REDACTED]

ALBUQUERQUE DIVISION; AND [REDACTED] PHOENIX DIVISION.

ASSISTANT DIRECTORS, SACS, AND LEGATS ARE TO APPROPRIATELY  
POST AND/OR DUPLICATE THIS TELETYPE TO ENSURE THAT THE CAREER  
BOARD SELECTIONS ARE MADE AVAILABLE TO CAREER DEVELOPMENT  
APPLICANTS AND OTHER INTERESTED EMPLOYEES.

BT

DO NOT TYPE PAST THIS LINE

DO NOT TYPE MESSAGE BELOW THIS LINE



Operator's Road Test and Driving Certification  
FD-288 (Rev. 5/15/87)

TO: Director, FBI

FROM:

CERTIFICATION

Name of Operator (Print - Last, First, Middle Initial) <b>O'Neill, John P</b>						Date <b>5-1-91</b>
Local Address <b>9 BANTREY COURT BALTIMORE, MD 21237</b>						
Date of Birth <b>2/6/52</b>	Social Security No. <b>147-42-1004</b>	Height <b>6'0"</b>	Weight <b>198lb</b>	Color of Hair/Eyes <b>BAN/HAZEL</b>	Sex <b>MALE</b>	
Division and Section Assigned <b>Div 6-WCCS</b>			Ext. <b>5682</b>	<input checked="" type="checkbox"/> Agent <input type="checkbox"/> Support Personnel		

This is to certify that I presently hold a valid motor vehicle operator's permit or driver's license as follows:

Permit Issued By:

**MD**

(State, Territory Possession, District)

**0-540-429-676-098**

Permit Number

**2/6/93**

Permit Expires

This is an ☒ unrestricted ☐ restricted permit. (If restricted, explain below)

☐ Corrective lenses are required for driving ☐ Yes ☒ No

This further certifies that during the past four years I have driven a motor vehicle (government or personally owned) approximately **150,000** miles. During this time (a) I ☐ have ☒ have not received a traffic violation ticket; (b) I ☐ have ☒ have not been held at fault\* as the driver of a motor vehicle involved in a traffic accident. (If affirmative answer, explain below, giving number and dates of offenses.) I further understand that when operating a Government vehicle I must assume responsibility for payment of any damage to same should I be found by the Bureau to have been grossly negligent or to have been utilizing the Government vehicle on other than official business. I also understand the Government does not provide insurance coverage for damage to its vehicles.

\* "At fault" means any case in which responsibility is conceded by employee or his/her insurance company or liability is fixed by duly constituted authority or administratively by the Bureau.

Signature of Operator

The personnel file of this employee has been reviewed and indicates the following information concerning the operation of a motor vehicle during the past four years:

☐ Continuous safe driving record

☐ Involved in traffic accident and found at fault\*\*

I certify that this employee is:

☐ Qualified on the basis of his/her safe driving record to operate motor vehicles on official business

☐ Not qualified and must demonstrate his/her qualifications by satisfactorily passing a road test examination before operating a motor vehicle on official business

Remarks:

☐ Issue ☐ Renew Operator's Identification Card - OF-346

\*\* "At fault" means any case in which the Bureau has taken disciplinary administrative action against the employee.

(Over for Operator's Road Test Score Sheet)

Official Signature of Reviewing Official

Title

**Section Chief, WCCS**

Date

**6/4/91**

☐ RESTRICTED PERMIT ☐ EMPLOYEE ADVISED

FOR OFFICIAL USE ONLY

(See Above)

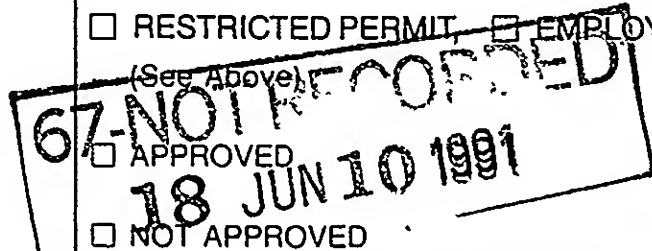
☐ APPROVED

☐ NOT APPROVED

Card No.

Date Issued

Date Expires



Honorable Shirley D. Peterson  
Assistant Attorney General  
Tax Division  
Department of Justice  
Washington, D.C.

Dear Ms. Peterson:

Thank you for your letters of May 2nd and 3rd about the assistance you have received from Supervisory Special Agent [redacted] and other representatives of our Criminal Investigative Division in connection with your crusade against motor fuel excise tax evasion.

I will share your comments with Bill Baker so that he can pass them along to the others you so thoughtfully mentioned. I know they were glad to support the Tax Division in this project and will all be as appreciative as I am of your kind comments.

Sincerely yours,

William S. Sessions  
Director

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- 1 - Mr. Baker - Enclosures (2)  
Personal Attention: Also bring to the attention of  
DAD Larry A. Potts, and SSAs William J. Esposito,  
[redacted] and John P. O'Neill.
- 1 - Mrs. Munford
- 1 - 67-617299 (William M. Baker) - Enclosure
- 1 - 67-722735 (Larry A. Potts) - Enclosure
- 1 - 67-604982 (William J. Esposito) - Enclosure
- 1 - [redacted] - Enclosure
- ① - 67-679605 (John P. O'Neill) - Enclosure

ESH:amm (9)

DUPLICATE YELLOW

67-NOT RECORDED  
14 MAY 22 1991



U.S. Department of Justice

Tax Division

Dep. Dir.	
ADD Adm.	
ADD Inv.	
Asst. Dir.:	
Adm. Servs.	
Crim. Inv.	
Ident.	
Info. Mgmt.	
Insp.	
Intell.	
Lab.	
Legal Coun.	
Tech. Servs.	
Training	
Comp. Res. Off.	
Off. of EEO	
Off. Liaison & Int. Affs.	
Off. of Public Affs.	
Telephone Rm.	
Director's Office	

Office of the Assistant Attorney General

Washington, D.C. 20530

May 3, 1991

Honorable William S. Sessions  
Director  
Federal Bureau of Investigation  
Room 7176  
J. Edgar Hoover Building  
Washington, D.C. 20535

Dear Director Sessions:

In re-reading my recent letter to you about the Bureau's assistance in our campaign against motor fuel excise tax evasion, I noticed that I inadvertently failed to mention what a fine help John O'Neill has been. He has taken an active interest in the proposal and has been a tremendous help.

Thank you again for your and the Bureau's support.

Sincerely,

*Shirley D. Peterson*  
Shirley D. Peterson  
Assistant Attorney General  
Tax Division

ack let  
undated (Typed 5/13/91)  
ESH: amh

John P. O'Neill  
67-679605  
SSA - Unit Chief  
Div. 6 Gov. Fraud  
NO MOVEMENT

OPAL/EL

## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) <b>ONEILL JOHN P</b>				2. Social Security Number <b>147-42-1004</b>		3. Date of Birth <b>02-06-52</b>		4. Effective Date <b>01-07-91</b>						
<b>FIRST ACTION</b>					<b>SECOND ACTION</b>									
5-A. Code <b>901</b>		5-B. Nature of Action <b>RELOCATION</b>			6-A. Code		6-B. Nature of Action							
5-C. Code <b>FBI</b>		5-D. Legal Authority <b>28 U.S.C. 536</b>			6-C. Code		6-D. Legal Authority							
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-F0-714 210</b>					15. TO: Position Title and Number <b>SUPERVISORY SPECIAL AGENT 78-F0-714 210</b>									
8. Pay Plan <b>GM</b>		9. Occ. Code <b>1811</b>	10. Grade/Level <b>15</b>	11. Step/Rate <b>00</b>	12. Salary <b>64,927.00</b>	13. Pay Basis <b>PA</b>	16. Pay Plan <b>GM</b>		17. Occ. Code <b>1811</b>	18. Grade/Level <b>15</b>	19. Step/Rate <b>00</b>	20. Salary/Award <b>64,927.00</b>	21. Pay Basis <b>PA</b>	
14. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.</b>					22. Name and Location of Position's Organization <b>FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0623 WASHINGTON, D. C.</b>									
<b>EMPLOYEE DATA</b>														
23. Veteran Preference <b>1</b> 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure <b>1</b> 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO				
27. FEGLI <b>B</b> <b>WAIVED</b>					28. Annuitant Indicator <b>9</b>			29. Pay Rate Determinant <b>0</b>						
30. Retirement Plan <b>6</b> <b>CSRS-SPEC</b>			31. Service Comp. Date (Leave) <b>06-22-70</b>		32. Work Schedule <b>F</b> I - Intermittent J - INT Seasonal F - Full-time G - FT Seasonal H - FT On-Call P - Part-Time Q - PT Seasonal R - PT On-Call			33. Part-Time Hours Per Biweekly Pay Period						
<b>POSITION DATA</b>														
34. Position Occupied <b>2</b> 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category <b>E</b> E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status						
38. Duty Station Code			39. Duty Station (City - County - State or Overseas Location)											
40. Agency Data		41.		42.		43.		44.						
45. Remarks														

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency <b>FEDERAL BUREAU OF INVESTIGATION</b>			50. Signature/Authentication and Title of Approving Official <b>WILLIAM S. SESSIONS DIRECTOR</b>	
47. Agency Code	48. Personnel Office ID	49. Approval Date <b>01-10-91</b>		



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Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Cover Page

V11/2/93

(SEE INSTRUCTIONS ON REVERSE)

1. Payroll Name of Employee ONEILL JOHN P	2. Office of Assignment CHICAGO 3150
3. Social Security Number 147-42-1004	4. PMRS Indicator M3
5. Position Title and Grade SUPERVISORY SPECIAL AGENT GM 15	6. Summary Rating EXCEPTIONAL

7. Rating of Critical Element(s)						
E	E	E				
# 1	# 2	# 3	#	#	#	#

8.	<div style="border: 1px solid black; width: 300px; height: 80px;"></div>	<div style="border: 1px solid black; width: 150px; height: 80px; text-align: center; vertical-align: middle;">10/13/93 Date</div>
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9. I have reviewed and approved this appraisal. ( ) See my comments attached.

<div style="border: 1px solid black; width: 400px; height: 60px; text-align: center; vertical-align: middle;">WDB Signature of Reviewing Official</div>	<div style="border: 1px solid black; width: 150px; height: 60px; text-align: center; vertical-align: middle;">10-18-93 Date</div>
---	---

10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer, and may be the basis for my reassignment, reduction in grade or removal. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and one-half or no general increase. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

<div style="border: 1px solid black; width: 400px; height: 60px; text-align: center; vertical-align: middle;">J. R. O'Neill Signature of Employee</div>	<div style="border: 1px solid black; width: 200px; height: 60px; text-align: center; vertical-align: middle;">67-679605-112 10/13/93 Date</div>
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11. Type of Appraisal		PRAU USE ONLY	
A <input checked="" type="checkbox"/> Annual-Type	<input checked="" type="checkbox"/> Regular	Logged	MW 10/22
C <input type="checkbox"/> Conversion	<input type="checkbox"/> Delayed	Reviewed	
L <input type="checkbox"/> Special-Type	<input type="checkbox"/> Position Change	Entered	
O <input type="checkbox"/> Change in Rating Official	<input type="checkbox"/> Current Appraisal	Verified	
N <input type="checkbox"/> Requested by FBIHQ	<input type="checkbox"/> Conclusion of Detail	Printout	
Q			
D			

PPSTF. PAPER. PSUPR. PDASSD. 11/2/93

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FBI/DOJ

Oct 21 2 12 AM '95

Instructions for Preparing the  
Performance Appraisal Report  
Cover Page

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

Items 1-3 Self-explanatory.

Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any critical element is rated below the Fully Successful level, the summary rating may be no higher than the lowest element rating assigned.) For annual conversions, simply copy the summary rating from the prior special.

Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.

Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.

Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.

Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.

Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Assistant Special Agent in Charge - White Collar Crime, Violent  
Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # 1 as listed on the Plan. 4a. Descriptor:

OPERATIONS MANAGEMENT

5. Rating Level: **EXCEPTIONAL**

During the entire rating period ASAC O'NEILL has been responsible for the oversight of Chicago's White Collar Crime Program, the Violent Crime and Major Offenders Program, and the Interstate Theft Program. He has also been responsible for the coordination of the Chicago Division Undercover activities and the Alias/False Identification Program.

ASAC O'NEILL's impact on the programs for which he is responsible has been nothing short of remarkable. Because of his proactive approach to investigative matters, he is principally responsible for the development of highly significant impact cases and the establishment of a highly comprehensive intelligence base which feeds all of Chicago's investigative programs.

As the ASAC responsible for the oversight of Chicago's number one investigative priority, the White Collar Crime Program, ASAC O'NEILL has been responsible for a number of initiatives to include the following: Chicago has established an informal task force consisting of the FBI, IRS, U.S. Postal Inspector's Office, and the U.S. Trustee's Office, to address significant bankruptcy frauds which have been identified in the Chicago area. Through his contacts with the Federal Trade Commission, ASAC O'NEILL has established a case referral system relating to boiler room and telemarketing frauds. Through his direction, continuing contacts have been developed with major universities in the Chicago area, as well as major businesses, for the purpose of developing computer fraud cases. Chicago is continuing contacts with a variety of agencies to include the Securities Exchange Commission, the National Association of Securities Dealers, the Chicago Board Options Exchange, the Chicago Board of Trade, and the Chicago Mercantile Exchange, to insure that Chicago has maintains its lead position in the investigation of securities and commodities frauds.

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OKAY TO ACCEPT PER  
CONVERSATION BETWEEN  
[REDACTED] ON 8/12/92.

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6. Initials of Employee

Date

10/13/93

**Instructions for Preparing the  
Performance Appraisal Report  
Evaluation Page**

**NOTE:** No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials and date, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

**Items 1-2** Self-explanatory.

**Item 3** Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, and the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

**Item 4** Record the CE by its identifying number from the Performance Plan and provide, in item 4a., its title and/or a brief summary of the element.

**Item 5** Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including specific examples of accomplishments/deficiencies noted during the appraisal period.

Narrative summaries are required for each CE rated above or below the Fully Successful level. If the employee's performance meets the Fully Successful level, a narrative summary is not required.

Narratives for CEs rated below Fully Successful must include a reference to the Performance Improvement Plan (PIP) or PIP Resolution, particularly the date of issuance to the employee.

**Item 6** Self-explanatory.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee  JOHN P. O'NEILL	2. Social Security Number  147-42-1004
3. Specify general nature of assignment during most of the appraisal period.  Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program	
4. Critical Element # <u>1</u> as listed on the Plan.      4a. Descriptor:  OPERATIONS MANAGEMENT	
5. Rating Level:      EXCEPTIONAL	

The Chicago Division is also responsible for handling over 400 Financial Institution Fraud cases of which over 200 involve losses exceeding \$100,000.00. Three of Chicago's cases involve national bank failures, and 18 of those cases involve savings and loan failures. Furthermore, it was through ASAC O'NEILL's efforts that the Fast Track Program was reinstituted in Chicago to deal with the less complex FIF investigative matters. ASAC O'NEILL is also responsible for the reinvigoration of Chicago's Public Corruption Program. At present, the Chicago Division is involved in a large number of corruption cases involving a wide variety of local officials. The establishment of Chicago's Health Care Fraud Squad was largely due to the efforts of ASAC O'NEILL, and that squad has developed significant cases in a wide variety of Health Care areas.

Again, it was largely due to ASAC O'NEILL's initiative that Chicago formed a Gang Crimes Squad and a Fugitive Squad. In all, the Chicago Division operates three Safe Streets Task Forces consisting of personnel from the FBI, Chicago Police Department, and the U.S. Marshall's Service. It should be noted that the creation of these task forces staffed by local police has helped minimize jurisdictional problems. The Chicago Division is confronting the problem of street gangs with a strategy developed by ASAC O'NEILL which complements the Chicago Police Department Gang Crimes Unit. The goal of the task force to eliminate the leadership of Chicago's street gangs. It should be noted here that ASAC O'NEILL prepared a comprehensive study of the street gang problem within the City of Chicago which identified a total gang membership which exceeds 77,000 members.

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6. Initials of Employee

Date

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*10/13/92*

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Assistant Special Agent in Charge - White Collar Crime, Violent  
Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # 1 as listed on the Plan. 4a. Descriptor:

OPERATIONS MANAGEMENT

5. Rating Level: EXCEPTIONAL

All of the investigative programs and sub-programs overseen by ASAC  
O'NEILL during the rating period have recorded significant impact  
accomplishments and are currently involved in significant, impact  
investigations.

In summary, ASAC O'NEILL's performance in this critical element has been  
Exceptional.

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6. Initials of Employee

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Date

10/13/93



Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Assistant Special Agent in Charge - White Collar Crime, Violent  
Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # 2 as listed on the Plan. 4a. Descriptor:

SUPERVISION OF SUBORDINATES

5. Rating Level: EXCEPTIONAL

ASAC O'NEILL is in constant contact with his supervisory staff and holds them accountable for all matters within their program responsibilities, but he allows them independent management and development of their subordinates. He invites input from the supervisors whom he manages and encourages a free exchange of information. That input from his supervisors and other subordinates provides comprehensive justification for investigative program decisions. Through his leadership, the performance of the supervisors assigned to him has shown a dramatic improvement. He has developed extremely close working relationships with his supervisory staff, and the marked improvement in the morale of that staff is clearly evident to this rating official. His performance in this critical element is considered to be Exceptional.

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CONVERSATION BETWEEN  
[REDACTED] ON 8/12/92.

Initials of Employee

Date

Federal Bureau of Investigation  
Performance Management and Recognition System  
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee  JOHN P. O'NEILL	2. Social Security Number  147-42-1004
3. Specify general nature of assignment during most of the appraisal period.  Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program	
4. Critical Element # <u>3</u> as listed on the Plan. 4a. Descriptor:  ASSOCIATE EXECUTIVE RESPONSIBILITY	
5. Rating Level: <u>EXCEPTIONAL</u>	

ASAC O'NEILL coordinated and served in place of the SAC in a wide variety of executive level contacts with federal and local agencies. He also chaired the Chicago Division Undercover Committee which reviews and passes on all proposed undercover operations in the division. He has attended numerous meetings, in and out of the division, representing the SAC and the Chicago Office.

ASAC O'NEILL represented the division in numerous media contacts, and it was through his initiative that a local cable news channel now regularly features a "fugitive of the week" segment which features a fugitive for which a UFAP warrant has been issued.

ASAC O'NEILL also delivered numerous presentations/speeches before a wide variety of official and community groups, consistently representing the FBI in the most professional manner.

His successful efforts in this critical element merits an Exceptional rating.

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CONVERSATION BETWEEN  
[ ] ON 8/12/92.

6. Initials of Employee gms10/13/93  
Date

**Federal Bureau of Investigation  
Performance Management System - Special Agent  
Performance Plan - Notice Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <b>JOHN P. O'NEILL</b>	2. Social Security Number <b>147-42-1004</b>
3. Position Title, Grade and Number <b>ASSISTANT SPECIAL AGENT IN CHARGE (ASAC) 1811-15-78FO-714</b>	4. Office of Assignment <b>Chicago</b>

This Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

5. <u><i>W D Brunson</i></u> Signature of Rating Official	<u><b>12-30-93</b></u> Date
6. <u><i>W D Brunson</i></u> Signature of Reviewing Official	<u><b>12-30-93</b></u> Date

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level on any element may preclude me from consideration for promotion and/or office of preference transfer and that performance resulting in a summary rating below the Fully Successful level may preclude me from consideration for a within-grade increase (WIGI). In addition, I am aware that Unacceptable performance on any element may be the basis for my reassignment, reduction in grade, or removal.

7. <u><i>R P O'NEILL</i></u> Signature of Employee	<u><b>12/30/93</b></u> Date
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**Plan Modification**

The attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

8. _____ Signature of Rating Official	_____ Date
9. _____ Signature of Reviewing Official	_____ Date

I have been advised of this modification to my Plan and am aware that the consequences of my performance as specified above continue to apply.

10. _____ Signature of Employee	_____ Date
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**FRAU USE ONLY**Logged: **ONT 12/24 3 CES**

CE	Type	Code	Cat.	Reviewed	Accepted/ Rejected

Review not completed due to:

Plan superseded \_\_\_\_\_  
 Grade change \_\_\_\_\_  
 Reassignment \_\_\_\_\_  
 Ceased duty \_\_\_\_\_

*[Signature]*  
THREE

## Instructions for Preparing the Notice Page

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s), FD-727a. This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted. Failure to provide or renew notice of the Plan in accordance with this schedule invalidates the appraisal process.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating and reviewing officials must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document the refusal and the date of same in the space for item 7. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

When the same Plan is continued from one appraisal period to the next, the rating and reviewing officials and the employee are to review the Plan (including each CE and PSs Page) within 30 days after the beginning of the new period. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page. No submission to the PRAU is necessary.

Items 8-10 of the retained office copy are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy, with current signatures and dates thereon, is to be submitted with appropriate CE and PSs Page(s) to the PRAU. Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

Federal Bureau of Investigation  
Performance Management System - Special Agent  
Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee  JOHN P. O'NEILL	2. Social Security Number  147-42-1004
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3. Critical Element# 1:

**OPERATIONS MANAGEMENT:** *Manages assigned investigative and administrative operations/programs through direction and oversight of personnel and material resources. Operations/programs may include, but are not limited to, White-Collar Crimes, Organized Crime, Foreign Counterintelligence, Applicant, Informant, or the like. Develops and/or maintains systems of internal accounting and control to monitor efficiency of operations and to prevent or minimize potential losses from fraud, waste or abuse.*

4. (a) X Initial Assignment; (b) \_\_\_\_\_ Adjustment; (c) \_\_\_\_\_ Addition; (d) \_\_\_\_\_ Termination5. **Performance Standards****Minimally Acceptable**

*Develops and manages workload in accordance with guidelines and priorities established by FBIHQ and the Special Agent in Charge (SAC). Establishes feasible approaches for achieving program/case objectives within set timeframes and at acceptable cost levels. Objectives are determined through analysis of obvious factors and relevant precedent. Control is occasionally hampered by use of nonspecific or inflexible milestones. Allocates resources according to current availability and in compliance with established priorities; accommodates fluctuations in availability of resources to minimize disruption of operations. Delegates authority to subordinates when necessary.*

*Clearly communicates priorities and assignments to appropriate personnel and reports progress according to set requirements. Establishes and/or maintains control and accounting systems that are sufficient to assure compliance with pertinent regulations, policies and FBI and DOJ guidelines. Required reports are clear, accurate and in compliance with applicable requirements. Periodic review of progress toward program objectives is conducted in sufficient depth to minimize time/resources lost due to inefficient/lack of progress.*

**Fully Successful**

*Works with the SAC to establish/modify office priorities to correspond to changing local conditions; develops and manages workload accordingly. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones. Assignment of responsibilities to subordinate personnel reflects their varying levels of experience and personal qualifications, thereby ensuring the effective use of personnel resources. Skillfully uses communications techniques, including periodic reviews of program accomplishments, to convey office/squad goals and priorities and program requirements to subordinates.*

*Establishes, maintains and regularly monitors effective systems of internal accounting and control that assure full compliance with applicable regulations, etc., and introduces viable modifications to established methods to improve efficiency of allocation and utilization of resources. Impact of control systems is sufficient to enhance cost efficiency of operations and frequently results in reduction of specific investigative/program costs.*

**Superior**

*Works aggressively with the SAC to develop priorities and management methods that correspond to office and FBIHQ guidelines, taking into consideration changes in local and national circumstances. Consistently anticipates potential variations/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration.*

*Full, personal involvement in, and effective communications regarding, program management assure efforts of pertinent personnel are focused on priority assignments. Effectively assigns responsibility for various specific functions to subordinates, resulting in more efficient achievements of objectives.*

*Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Control mechanisms are continually reviewed and adjusted as necessary to encourage compliance with requirements, resulting in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.*

ASSISTANT SPECIAL AGENT IN CHARGE (ASAC) 1811-15-78-FO-714

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Rev. 12/7/93

6. Initials of Employee

Date

12/30/93



Federal Bureau of Investigation  
Performance Management System - Special Agent  
Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

JOHN P. O'NEILL

2. Social Security Number

147-42-1004

3. Critical Element# 2:

**SUPERVISION OF SUBORDINATES:** Assigns and reviews work of subordinates, evaluating and striving to develop ability of each to perform designated duties. Completes full range of personnel actions, including performance appraisals, recommendations for within-grade and quality step increases, promotions, reassignments, and the like. Maintains oversight of time and attendance and other related administrative records. Implements and is actively supportive of DOJ/FBI Affirmative Action plans and EEO Program goals and policies.

4. (a) ☒ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination

5. Performance Standards

Minimally Acceptable

Observes, evaluates and corrects activities of each subordinate on a regular basis, dependent upon workload and status of pending cases. Formally reviews performance at specified times, providing positive and negative feedback as necessary. Considers grade levels and workload in making assignments and provides clear, adequate instructions regarding objectives, making sure each subordinate is properly employed. Maintains awareness of training needs/opportunities and provides on-the-job training, and recommends formal training on request and/or as required to meet specific needs.

Meets obligations of equal opportunity and affirmative action as established by guidelines. Personally completes various required personnel actions in acceptable format, in accordance with governing policy and regulations, and within established time constraints, and reviews such actions completed by subordinates to assure equal acceptability. Keeps employees apprised of administrative and general interest matters. Oversight of records is adequate to ensure timely and accurate maintenance of same.

Fully Successful

Observes, evaluates and corrects activities of each subordinate on a regular basis, recognizing and appropriately responding to circumstances requiring adjustments to normal schedule of review. When practical, makes work assignments that are reflective of subordinates' interests and potential, in addition to demonstrated ability. Reviews performance on a personal basis tailored to meet individual strengths and weaknesses. Makes conscientious effort to provide on-the-job training and recommend formal training opportunities for eligible employees when same may enhance individual effectiveness or promotional opportunities.

Effectively integrates various personnel actions affecting subordinates, thereby demonstrating awareness of continuing significance of basic principles of personnel management. Assures the propriety, accuracy and timeliness of personnel action submissions and administrative recordkeeping is completed personally or by subordinates. When feasible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses. Measurably impacts Affirmative Action plans and EEO goals and objectives.

Superior

Actively works with each subordinate, as appropriate, to assure that individual assignments and performance equate reasonably to the individual's abilities. Observes, evaluates and corrects activities of each subordinate on a continuing basis, and in accordance with standard procedures, employing effective methods of time management to ensure reasonable allocation of time to both operational and administrative assignments. Through personal involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.

Utilizes full range of personnel actions, including on-the-job and formal training, to acknowledge and improve skills and performance of subordinates. Consistently ensures the submission of personnel actions prior to deadlines, when feasible, and in accordance with both the basic requirements and the intent of pertinent policy. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates. Significantly impacts Affirmative Action plans and EEO goals and objectives.

ASSISTANT SPECIAL AGENT IN CHARGE (ASAC) 1811-15-78-FO-714

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Rev. 12/7/93

6. Initials of Employee

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Date

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Federal Bureau of Investigation  
Performance Management System - Special Agent  
Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee  JOHN P. O'NEILL	2. Social Security Number  147-42-1004
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3. Critical Element# 3:

**ASSOCIATE EXECUTIVE RESPONSIBILITY:** Assumes the duties, or acts on the behalf, of the SAC during his/her absence and/or as designated with respect to specific investigative and/or administrative matters of the field office. Participates in such general administrative/executive functions as budget formulation, purchasing control, and fleet/property management.

4. (a) ☒ Initial Assignment; (b) ☐ Adjustment; (c) ☐ Addition; (d) ☐ Termination5. **Performance Standards****Minimally Acceptable**

Manages on-going office operations and makes commitments regarding new operations strictly in accordance with the SAC's established policies and objectives. Enhances ability to assure continuity of operations by maintaining awareness of on-going and developing operations by participating as required in general office briefings. Ensures that records are kept and actions are taken in compliance with requirements through personal familiarity with existing policy issuances, including amendments thereto.

When representing Bureau management, both in-house and with external contacts, maintains professional demeanor and accurately reflects official stance on current issues. Diligently uses communications skills to emphasize advantages to FBI concepts and approaches, and persuade contacts to adopt FBI viewpoints.

**Fully Successful**

Ensures continuity of operations is maintained in accordance with the SAC's established preferences by maintaining thorough familiarity with on-going and proposed operations and by regularly attending and participating in general briefings. In addition to maintaining thorough familiarity with written policy material addressing areas of assigned responsibilities, establishes good rapport with pertinent controlling entities at FBIHQ to resolve complex policy and/or procedural issues that may arise. Completes assigned administrative responsibilities accurately and effectively, in accordance with established policy, and consistently on a timely basis.

Internal and external liaison contacts are effectively established and maintained, resulting in a meaningful and efficient exchange of work-related information. Professional demeanor enhances the FBI's image and increases the likelihood of the adoption of Bureau preferences by outside agencies. Aggressively works to foster and enhance useful contacts that may serve to further office/program objectives.

**Superior**

Regularly and effectively participates in operational and administrative briefings, and makes meaningful contributions to policy-making within the office. Reliably and authoritatively assures continuity and progression of office operations in the absence of, or as delegated by, the SAC. Thorough familiarity with full range of assigned administrative topics and quality of pertinent liaison contacts at FBIHQ enables the SAC to delegate broad areas of substantive responsibility without necessity for more than cursory review.

Consistently demonstrates ability to effectively handle full range of liaison responsibilities in a professional manner, even when confronting those who are antagonistic to the FBI. Fosters and enhances high quality liaison contacts that results in significant strides toward the achievement of office/program objectives.

ASSISTANT SPECIAL AGENT IN CHARGE (ASAC) 1811-15-78-FO-714

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Rev. 12/7/93

6. Initials of Employee

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Date

12/30/93

THREE





U.S. Department of Justice

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Federal Bureau of Investigation

Washington, D. C. 20535

January 19, 1993

0  
John P. O'Neill  
Assistant Special Agent in Charge  
219 South Dearborn Street, Room 906  
Chicago, Illinois 60604

Dear John:

As you know, this month marks the one year anniversary of the Bureau's new Violent Crimes initiative "Safe Streets." In light of this, I want to express my appreciation to those in the field who have contributed significantly to the success of this initiative.

The Chicago Division's aggressive and proactive approach to addressing violent crimes has contributed in large part to this year's significant accomplishments in the Bureau's Violent Crimes Major Offenders Program (VCMOP). Furthermore, your personal involvement and direction in the VCMOP and in particular our new gang initiative is greatly appreciated.

Please convey to [redacted] my appreciation for a job well done.

Sincerely yours,

[redacted]

Unit Chief  
Violent Crimes Unit

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b7C

- 1 - [redacted]  
1 - Correspondence File, Room 5042  
① - Mr. O'Neill (Personnel File)  
GRE:dfo (4)

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